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**SALARIES AND WAGES
IN CANADIAN HOSPITALS
1962 TO 1975**

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Health and Welfare
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SALARIES AND WAGES
IN CANADIAN HOSPITALS
1962 TO 1975

Health Economics and Statistics Division

Health Programs Branch



Published by the Authority of
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FOREWORD

This is the third bulletin dealing with salaries and wages in Canadian hospitals. The two earlier publications covered the periods 1962 to 1970 and 1969 to 1973 respectively. This bulletin spans the entire period 1962 to 1975, thereby superseding the previous publications which are now out of print.

The magnitude of expenditures for hospital salaries and wages, which in the current year will exceed four billion dollars, is an indication of the importance of this item in any general consideration of national health costs. The study is therefore particularly appropriate at this time when public concern is focussed increasingly upon health expenditures and their annual escalation.

The primary data source for this study is the Canada Department of Labour publication Wage Rates, Salaries and Hours of Labour. Staff of the Canada Department of Labour furnished considerable assistance by making available special tabulations and providing advice on request. The co-operation of the Government of the Province of Quebec enabled adjustments to be made to the hospital earnings data of the province in order to reflect increases awarded retroactively, thereby permitting meaningful interprovincial comparisons. All this assistance is sincerely appreciated and gratefully acknowledged.

This study was prepared in the Institutional Economics Unit by Mr. Gilles Fortin under the supervision of Mr. W. Arrowsmith and under the general supervision of Dr. A. Tarasofsky, Chief, Health and Hospital Economics.



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SUMMARY

Hospital cost increases have become the focus of considerable concern in recent years. Wages represent the greater proportion of hospital operating expenses.

This report examines the increase in average salary rates of hospital employees from 1962 to 1975. Hospital employees in non-supervisory occupations received an average increase of approximately 17.5 per cent in 1974 and 21.5 per cent in 1975 compared to an average annual increase of about 11 per cent during the period 1966-1975. From 1966 to 1975, lower-paid occupations usually obtained higher percentage increases than higher-paid occupations. Comparisons between provinces indicate that hospital employees in British Columbia generally had the highest percentage increases in salary in the period 1966-1975. The salary ratio of females to males in similar occupations improved from 1966 to 1975 for all seven non-supervisory occupations for which sex comparisons were possible.

Supervisory and administrative personnel received percentage increases similar to those of non-supervisory personnel from 1966 to 1974.

In 1975, in the largest community of each province, for dietary and housekeeping non-supervisory occupations, average weekly salary rates in hospitals were generally above those paid for approximately similar occupations in other industries. Except in Vancouver, Edmonton, and Montreal, the opposite situation existed for the maintenance and service occupations.

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SECTION 1

I N T R O D U C T I O N

This report presents occupational earnings in Canadian hospitals for non-supervisory personnel from 1962 to 1975, and for administrative and supervisory personnel from 1966 to 1976. It also makes comparisons of wage rates paid in hospitals with those paid in other industries in the same community for reasonably similar non-supervisory occupations in 1974 and 1975.

The data for non-supervisory personnel are derived from Labour Canada annual survey of salary rates. Although all Canadian establishments having 20 or more non-supervisory employees were surveyed, some establishments did not report in each year. This study shows the average occupational earnings in the responding establishments. When comparing the average salary rates through the years, the reader should keep in mind that the responding establishments were not the same from year to year. Furthermore, the mix of educational qualifications, job experience, and assigned duties of the employees classified in one occupation may have changed within the same establishment from year to year and resulted in different pay levels. Those factors may account for seemingly unusual annual changes in average salaries for some occupations.

The same remarks also apply to the average rates for administrative and supervisory personnel calculated from six biennial salary surveys conducted by the journal Hospital Administration in Canada in active treatment hospitals from 1966 to 1976.

Statistical tables in Appendix B of the report present detailed salary information for general use or reference. Tables in the text, placed near pertinent textual discussion, are designed in such a way that the reader may easily refer to them for comparison, analysis, or emphasis concerning the particular discussion.

SECTION 2

EARNINGS TRENDS OF NON-SUPERVISORY PERSONNEL
IN CANADIAN HOSPITALS, 1962 TO 1975

This section presents earnings trends of personnel in 32 selected non-supervisory hospital occupations from 1962 to 1975. The 32 selected occupations are grouped into four broad categories of services as follows:

Nursing Services

1. Nurse Aide
2. Nurse, General Duty
3. Nursing Assistant
4. Orderly, Certified
5. Orderly, Uncertified
6. Psychiatric Attendant, Male
7. Psychiatric Attendant, Female

Diagnostic and Treatment Services

8. Diagnostic - Radiological Technician, Male
9. Diagnostic - Radiological Technician, Female
10. Medical - Laboratory Technician, Male
11. Medical - Laboratory Technician, Female
12. Medical - Laboratory Technologist, Male
13. Medical - Laboratory Technologist, Female
14. Morgue Man
15. Physiotherapist

Dietary and Housekeeping Services

16. Chambermaid
17. Cook, Institution, Male
18. Cook, Institution, Female
19. Cook, Helper, Male
20. Cook, Helper, Female
21. Laundryman, Heavy Duties
22. Laundrywoman, Light Duties
23. Seamstress, Linen Room

Maintenance and Service

24. Boiler Operator
25. Carpenter, Maintenance
26. Electrical Repairman
27. Labourer, Non-Production
28. Stationary Engineer, 1st class
29. Stationary Engineer, 2nd class
30. Stationary Engineer, 3rd class
31. Stationary Engineer, 4th class
32. Truck Driver, Light and Heavy

I NATIONAL TRENDS

Table 1(a) (see Appendix B) shows the Canadian average monthly earnings for 13 non-supervisory hospital occupations on October 1, 1962, and for a maximum of 32 occupations on October 1 of each year* from 1966 to 1975. The data for 1962 are derived from the Labour Canada first survey of hospital salary rates covering all Canadian hospitals with 20 or more employees. The Department of Labour did not conduct the survey in 1963, 1964 and 1965, but designed a more comprehensive survey, for 32 hospital occupations, which has been conducted annually since 1966.

The salary information covers the normal pay period before October 1. The term "normal pay period" means a pay period in which there were no strikes, unusual layoffs or other abnormal conditions. Wage changes occurring on or after October 1 are not included, except in Quebec where adjustments were considered necessary because of substantial lump sum cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and important increases in salary scales retroactive to July 1, 1971 and July 1, 1975.

In 1973, the Department of Labour adopted the terminology of the Canadian Classification and Dictionary of Occupations in preference to that of the American Dictionary of Occupational Titles which was used previously. The present report utilizes the new nomenclature which is somewhat different from that of our two former publications Salaries and Wages in Canadian Hospitals, 1962 to 1970 and Salaries and Wages in Canadian Hospitals, 1969 to 1973. Time-series analysis from 1966 to 1975 can be made for all occupations listed in Table 1(a) using the Canadian terminology, except for the occupation of physiotherapist which now replaces the occupation of remedial gymnast surveyed before 1973.

Comparisons, among occupations, of changes in salary rates may be made on a year-to-year basis using annual percentage increases, or for a number of years using average annual rates of growth or the total percentage increases.

* Except in 1972, when average salary rates were not available in Quebec.

Table 1(b) in Appendix B shows the annual percentage increases in occupational earnings for the 32 non-supervisory hospital occupations. The table also provides average annual rates of growth in earnings for the period from 1966 to 1975, as well as total percentage increases from 1962 to 1975 and from 1966 to 1975.

1. Annual Percentage Increases

Table A is based upon the annual percentage increases reported in Table 1(b). This table indicates that the rates of change in occupational earnings moved in the same direction for a large majority of occupations during one given year. The unweighted arithmetic mean of the annual percentage increases (which gives each occupation equal importance independently of the number of employees in each occupation) measures the amplitude of the annual rates of change. Table A shows that this average increase, around 6 per cent in 1962-1966, went through a series of fluctuations to finally reach a peak of about 21.5 per cent in 1975.

Table 1(b) shows that, although the majority of occupations in 1975 had an increase in salary between 20 and 25 per cent, the average earnings of male and female medical-laboratory technicians rose by only 12.9 and 13.8 per cent respectively. The number of male medical-laboratory technicians reported in 1975 was much higher than that of 1974 in Quebec, and substantially lower in Ontario. This change in the distribution of the reported employees among provinces resulted in a low rate of increase in the salary of male medical-laboratory technicians for Canada as a whole, because rates in Quebec were lower than in Ontario. With regard to female medical-laboratory technicians, their low percentage increase reflects lower average earnings in 1975 than in 1974 in British Columbia.

The highest rate of increase in occupational earnings, in 1975, in each of the four categories of services was: 24.8 per cent for nursing assistant in nursing services; 23.1 per cent for female medical-laboratory technologists in diagnostic and treatment services; 27.5 per cent for female cooks in dietary and housekeeping services; and 22.5 per cent for truck drivers in maintenance and service.

TABLE A

PERCENTAGE INCREASES IN HOSPITAL OCCUPATIONAL EARNINGS, 1962-1975

	Periods						(average annual)
	1962-66	1967	1968	1969	1970	1971	
Unweighted arithmetic mean of the annual percentage increases in salaries	6.3%	9.3%	8.8%	7.1%	6.4%	11.1%	7.7%
						9.8%	17.5%
						17.6%	21.6%
						21.4%	
No. of occupations covered	13	13*	31	31	31	31	32**
No. of occupations for which the rate of growth in salary increased or remained the same	12	10	11	26	3	24	28
No. of occupations for which the rate of growth in salary decreased	1	21	20	5	28	7	3
No. of occupations covered	13	31	31	31	31	31	32**

* When only the 13 occupations for which salary rates were reported in 1962 are considered.

** When the occupation of physiotherapist which was first surveyed in 1973 is also considered.

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

2. Average Annual Rates of Growth

Table 1(b) also shows average annual rates of growth in occupational earnings for the period 1966-1975, calculated by the "terminal-year method".* These range from 9.0 per cent for male psychiatric attendants or for 1st and 2nd class stationary engineers to 13.6 per cent for female medical-laboratory technicians. The unweighted arithmetic means of the rates of growth for the occupations in diagnostic and treatment services (11.7 per cent) and in dietary and housekeeping services (11.6 per cent) are higher than those for the occupations in nursing services (11.0 per cent) and in maintenance and service (9.9 per cent).

- * A short method for computing the average annual rate of growth when the salary rate at the beginning of the period, the salary rate at the end of the period, and the number of years in the period are known.

$$r = \sqrt[n]{\frac{E}{B}} - 1$$

where B = the salary rate at the beginning of the period

E = the salary rate at the end of the period

n = the number of years of change

r = the average annual rate of growth as a decimal

Example: $r = \sqrt[9]{\frac{661}{232}} - 1 = 0.123$, or 12.3 %

3. Total Percentage Increases

The figures at the right of Table 1(b) show the percentage changes in the earnings of hospital employees from 1962 to 1975 and from 1966 to 1975. The percentage increases from 1962 to 1975 differ significantly among the 13 occupations for which they are given, ranging from 171.6 per cent for male psychiatric attendant to 293.3 per cent for chambermaid. The percentage increases from 1966 to 1975 cover 31 occupations, and consequently permit more comparisons between occupational earnings. Female medical-laboratory technicians obtained the highest percentage increase in salary from 1966 to 1975 (215.0 per cent) while 2nd class stationary engineers had the lowest percentage increase (117.2 per cent). Outstanding percentage increases sometimes reflect a "catching-up" during the period by the relatively low-paid occupations. For example, female medical-laboratory technicians were paid the lowest average monthly salary in diagnostic and treatment services in 1966, but received the highest percentage increase in earnings from 1966 to 1975. Similar observations can also be made for chambermaids in dietary and housekeeping services, and non-production labourers in maintenance and service. A careful examination of the percentage increases indicates that employees with the lowest salaries in 1966 generally obtained greater percentage increases in salaries than employees in better-paid occupations within the same broad category of services. Although the lower-paid occupations usually received a proportionately greater increase than the higher paid occupations, in many cases their absolute dollar increase was smaller. Consider the following example which shows the average monthly salaries of nurses' aides and general duty nurses in 1966 and 1975.

Occupation	Salary Rate 1966	Salary Rate 1975	Percentage Increase	Dollar Increase
Nurse Aide	\$232	\$661	184.9%	\$429
General Duty Nurse	\$389	\$1,048	169.4%	\$659
Ratio of Nurse Aide Salary to General Duty Nurse Salary	.596	.631		

The ratio of the salary of nurses' aides to the salary of general duty nurses increased from .596 to .631 between 1966 and 1975, since nurses' aides received a greater percentage increase in salary (184.9) than general duty nurses (169.4). On the other hand 184.9 per cent of \$232 results in a smaller dollar increase than 169.4 per cent of \$389. The problem is that as salary rates draw closer together in relative terms they may move farther apart in absolute terms. In this study we place more emphasis upon percentage increases than on dollar increases with a caution that the foregoing possibility should be borne in mind. The last column of Table 1(b) shows salary increases in dollars from 1966 to 1975.

Table B ranks the occupational salary rates in 1966 and their respective percentage increases from 1966 to 1975 on the basis of their importance. The table shows that the higher salary rates are generally associated with the lower percentage increases.

The Spearman's rank correlation coefficient measures the degree of association between two variables according to the rank of the values of each variable. The correlation coefficient ranges from - 1 to + 1, where + 1 indicates a perfect positive correlation and - 1 a perfect negative correlation between the two groups of ranks.

The coefficient of rank correlation calculated from Table B is -.76. This negative coefficient, which is significant at the 1% level for a one-tailed test, indicates a narrowing of the salary differential between occupations, in percentage terms, from 1966 to 1975.

TABLE B

RANKS OF OCCUPATIONAL SALARY RATES IN 1966 AND OF THEIR
PERCENTAGE INCREASES FROM 1966 TO 1975

Occupation	Ranks of Salary Rates 1966	Ranks of Per- centage Increases 1966 - 1975
Stationary Engineer, 1st class	1	29
Stationary Engineer, 2nd class	2	31
Electrical Repairman	3	22
Stationary Engineer, 3rd class	4	28
Carpenter, Maintenance	5	26
Diagnostic-Radiological Technician, Male	6	15
Medical-Laboratory Technologist, Male	7	14
Nurse, General Duty	8	12
Stationary Engineer, 4th class	9	25
Medical-Laboratory Technologist, Female	10	11
Diagnostic-Radiological Technician, Female	11	13
Psychiatric Attendant, Male	12	30
Cook, Institution, Male	13	24
Truck Driver, Light and Heavy	14	27
Morgue Man	15	18
Boiler Operator	16	23
Orderly, Certified	17	19
Psychiatric Attendant, Female	18	21
Medical Laboratory Technician, Male	19	10
Laundryman, Heavy Duties	20	20
Cook Helper, Male	21	16
Orderly, Uncertified	22	17
Nursing Assistant	23	4
Cook, Institution, Female	24	7
Labourer, Non-Production	25	8
Medical-Laboratory Technician, Female	26	1
Seamstress, Linen Room	27	9
Cook Helper, Female	28	5
Nurse Aide	29	6
Laundrywoman, Light Duties	30	3
Chambermaid	31	2

Spearman's Rank Correlation Coefficient $r_s = -.7625$

Student's $t = 6.35$, which is significant at the 1% level for
a one-tailed test

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

TABLE C

RANKS OF OCCUPATIONAL SALARY RATES IN 1966 AND OF THEIR
PERCENTAGE INCREASES FROM 1966 TO 1975, WITHIN EACH CATEGORY OF SERVICES

Categories of Services	Ranks of Salary Rates 1966	Ranks of Percentage Increases 1966-1975	Spearman's Rank Cor- relation Coefficient
<u>Nursing Services</u>			
Nurse, General Duty	1	3	
Psychiatric Attendant, Male	2	7	
Orderly, Certified	3	5	
Psychiatric Attendant, Female	4	6	
Orderly, Uncertified	5	4	
Nursing Assistant	6	1	
Nurse Aide	7	2	
<u>Diagnostic and Treatment Services</u>			
Diagnostic-Radiological Technician, Male	1	6	
Medical-Laboratory Technologist, Male	2	5	
Medical-Laboratory Technologist, Female	3	3	
Diagnostic-Radiological Tech., Female	4	4	
Morgue Man	5	7	
Medical-Laboratory Technician, Male	6	2	
Medical-Laboratory Technician, Female	7	1	
<u>Dietary and Housekeeping Services</u>			
Cook, Institution, Male	1	8	
Laundryman, Heavy Duties	2	7	
Cook, Helper, Male	3	6	
Cook, Institution, Female	4	4	
Seamstress, Linen Room	5	5	
Cook Helper, Female	6	3	
Laundrywoman, Light Duties	7	2	
Chambermaid	8	1	
<u>Maintenance and Service</u>			
Stationary Engineer, 1st class	1	8	
Stationary Engineer, 2nd class	2	9	
Electrical Repairman	3	2	
Stationary Engineer, 3rd class	4	7	
Carpenter, Maintenance	5	5	
Stationary Engineer, 4th class	6	4	
Truck Driver, Light and Heavy	7	6	
Boiler Operator	8	3	
Labourer, Non-Production	9	1	

* N.S. denotes not significant at the 5% level for a one-tailed test.

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

Table C ranks the occupational earnings in 1966 and the 1966-1975 percentage increases within the same category of services according to their value. The calculated coefficient of rank correlation within each of the four broad categories of services is the following: -.57 for nursing services; -.61 for diagnostic and treatment services; -.98 for dietary and housekeeping services; and -.68 for maintenance and service. Only the last two coefficients are significant at the 5% level for a one-tailed test.

Comparison of the total percentage increases in Table 1(b) indicates whether the salary position of a lower-paid occupation improved or deteriorated relative to a higher-paid occupation from 1966 to 1975. If we say, for example, that the total percentage increase for nurses' aides is 184.9 compared to 169.4 for general duty nurses, this implies an improvement of the salary position of nurses' aides relative to general duty nurses between 1966 and 1975. While the total percentage increase indicates that nurses' aides were better off in 1975 than in 1966 relative to general duty nurses, there is, however, no evidence that this was also the case in the intermediate period 1967-1974. We are therefore interested in considering the growth paths of the occupational salary rates during that period.

The following example makes clear that two occupations may have had the same salary rates in 1966 and 1975, but very different growth paths in salaries. Suppose that occupations A and B had the same monthly salary rates in 1966 (\$200) and in 1975 (\$1,420). Table D depicts the extreme situation where the rate of growth in salary for occupation A was higher from year to year, while that for occupation B declined annually between 1966 and 1975.

In both 1966 and 1975, the salary rate of occupation A was 100 per cent of that of occupation B. However, the relative position of the two occupations over the intermediate period 1967-1974 is given by the ratio of their respective total earnings during that period. The annual earnings of each occupation is calculated by multiplying the given monthly rate by 12. The total earnings over the period is simply the addition of the annual earnings. The ratio of the total earnings of occupation A to those of occupation B during the period 1967-1974 is 56 per cent. This ratio shows that the relative position of occupation A during this period

TABLE D
COMPARISON OF GROWTH PATHS IN SALARIES - EXTREME EXAMPLE

was not as good as one would have expected by looking only at the salary ratios for 1966 and for 1975 (100 per cent).

Given the existence of interest rates and the possibility of lending, it is always better to receive money earlier rather than later. Thus the value of a wage payment is affected by when it is received and it follows that in appraising the earnings of an occupation during the period 1967-1974, we cannot simply add up the wage payments made during the period. It is necessary to correct for the "time-value" of money by discounting the flow of wage payments by an appropriate factor in order to obtain the discounted value in 1967. For example, we may discount the earnings of occupations A and B during the period 1967-1974 by an annual rate of, say ten per cent. In that case the ratio of the discounted earnings is 55 per cent (compared to the previous 56 per cent for the non-discounted earnings).

Table E shows the ratio of the lowest occupational salary rate to the highest occupational salary rate in the same category of services in 1966. The table also provides the salary ratio for the same occupations in the last year 1975. The ratios of the total non-discounted earnings of the occupations during the intermediate period 1967-1974 as well as those of the discounted earnings, subject to an assumed annual rate of discount of ten per cent, are also given in the table.

Table E indicates that the relative salary position of the lowest-paid occupations in the period 1967-1974 was better than in 1966, but better still in 1975.

If we want to know which of the four broad categories of services fared better in terms of percentage changes in earnings from 1966 to 1975, we may calculate a composite salary index number for each category of services. We can weight the occupational salary rates by the number of employees in each occupation and construct a weighted aggregative salary index (1) for 1975 by dividing the aggregate of the weighted occupational earnings of 1975 by that of 1966. When the weights are the number of employees in the current year 1975, the index is called a Paasche index (2). Table 1(c) in Appendix B gives the

(1) For discussion of unweighted salary indices, see Appendix A.

(2) A Laspeyres index using base year weights cannot be constructed since the number of employees per occupation is not available for 1966.

TABLE E

SALARY RATIOS OF THE LOWEST-PAID TO HIGHEST-PAID OCCUPATIONS IN EACH CATEGORY OF SERVICES IN 1966, AND SALARY RATIOS OF THE SAME OCCUPATIONS IN THE PERIOD 1967-1974, AND IN 1975

		Salary Ratios		
		1966	1967-74	1967-74
		Ratio of Occupation in 1966	Ratio of Total Non-Discounted Earnings	Ratio of Total Discounted Earnings (at 10% annually)
1.	Lowest-Paid Occupation in 1966			
2.	Highest-Paid Occupation in 1966			
<hr/>				
Nursing Services				
1.	Nurse Aide	.60	.61	.63
2.	Nurse, General Duty			
<hr/>				
Diagnostic & Treatment Services				
1.	Med.-Lab. Tech- nician, Female	.66	.73	.81
2.	Diag.-Rad. Tech- nician, Male			
<hr/>				
Dietary and House- keeping Services				
1.	Chambermaid			
2.	Cook, Male	.61	.68	.76
<hr/>				
Maintenance & Service				
1.	Labourer, Non- Production			
2.	Stationary Engineer, 1st class	.49	.57	.62

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

number of employees reported in each occupation in 1975. Table F shows the weighted arithmetic means of the salary rates for the four broad categories of hospital services in 1966 and 1975, using the number of employees of 1975 as weights. The Paasche index (which corresponds to the ratio of the means) is given at the right of the table.

TABLE F
PAASCHE SALARY INDEX

Categories of Services	Weighted av. Salary rate 1966	Weighted av. Salary rate 1975	Paasche Salary index 1975 (1966 = 100)
Nursing Services	\$333	\$899	270
Diagnostic & Treatment Services	353	967	274
Dietary & Housekeeping Services	245	687	280
Maintenance & Service	390	917	235

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

Table F indicates that the highest-paid group in 1966, the maintenance and service category, received the lowest percentage increase from 1966 to 1975. In contrast, the lowest-paid group in 1966, the dietary and housekeeping services category, obtained the highest percentage increase.

The Paasche index tends to give more importance to high than to low salary rates, but a second composite salary index, the weighted relative salary index (or weighted arithmetic mean of relatives) offsets the excessive influence of the high salary rates. This salary index, for a given category of services, weights the 1975/1966 salary relatives of each occupation in that category according to the corresponding number of employees in 1975. Table G compares the results obtained by the Paasche salary index and the weighted relative salary index for the four broad categories of hospital services.

TABLE G

PAASCHE SALARY INDEX AND WEIGHTED RELATIVE SALARY INDEX

Categories of Services	Paasche Salary Index 1975 (1966 = 100)	Weighted Relative Salary Index 1975 (1966 = 100)
Nursing Services	270	272
Diagnostic and Treatment Services	274	276
Dietary and Housekeeping Services	280	283
Maintenance and Services	235	239

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

II INTERPROVINCIAL COMPARISONS

Tables 2(a) to 11(a) in Appendix B present average occupational earnings in hospitals by province on October 1, 1962 to 1975, while Tables 2(b) to 11(b) show the percentage increases. The average salary rates in Quebec as shown in Table 6(a) were adjusted for lump sum cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and for increases in salary scales retroactive to July 1, 1971 and July 1, 1975. Those adjustments were judged necessary because of their magnitude and made possible because of province-wide collective agreements for hospital employees in Quebec.

One should be cautious in making comparisons between provinces of occupational salary rates at one point of time. Wage rates, being subject to ongoing change, cannot be analyzed effectively by static data related to a situation at one point of time. For the purpose of discussion it is assumed that all rates are current and therefore reasonably comparable. In fact some rates may reflect settlements reached many months earlier and re-negotiation may be imminent; yet others, by contrast, may reflect very recent adjustments.

Table 12 and 13 rank the provinces according to the average salary paid to the employees in a given occupation in 1966 and in 1975. Ideal conditions for ranking exist when average salary rates are available for all ten provinces for that specific occupation. But in fact, salary rates for a number of occupations were not available for some provinces in 1966 and 1975. Average salary rates have been provided for all ten provinces for only 13 occupations in 1966 and 9 occupations in 1975.

As Prince Edward Island hospitals did not report for most occupations in 1966 and 1975, it is possible by excluding Prince Edward Island to rank nine provinces for 16 common occupations in 1966 and 1975. A point system in Table 14 indicates the relative position of the nine provinces in respect to hospital earnings levels in 1966 and 1975. A province with rank 1 is given 16 points; rank 2 is attributed 14 points, etc. Quebec obtained the highest total of points for the 16 occupations in 1966, followed closely by British Columbia. Ontario ranks third, while Alberta, Saskatchewan, and Manitoba are respectively in fourth, fifth and sixth positions. The Atlantic provinces

take the last three positions in the following order: New Brunswick, Nova Scotia and Newfoundland. Some interesting changes in the position of the provinces occurred between 1966 and 1975. In 1975, British Columbia takes the first position followed by Ontario and Alberta which have the same total of points. Quebec ranks fourth, while Manitoba and Saskatchewan obtain respectively the fifth and sixth places. Newfoundland, New Brunswick, and Nova Scotia rank seventh, eighth and ninth.

The point system in Table 14 has also been utilized in Table 15 for 19 occupations in 1975. The positions of the provinces are in the following sequence commencing with the highest: British Columbia, Ontario, Alberta, Quebec, Manitoba, Saskatchewan, Newfoundland, New Brunswick, Nova Scotia. Table 15 also indicates that the weighted average salary for the 19 occupations (calculated using the number of employees in all reporting hospitals in Canada as weights) gives approximately the same positions to the provinces as the point system.

Table 16 shows the percentage increases in salaries from 1966 to 1975 for 31 hospital occupations in the ten Canadian provinces. The table also ranks the provinces for seven common occupations.

Table 17 attributes points to the provinces (excluding Prince Edward Island) according to the ranks of the percentage increases in salaries for 16 occupations. British Columbia obtains the greatest number of points (it is worth noting that salary rates in British Columbia in 1966 were among the highest in Canada) indicating that hospital employees in that province generally received higher percentage increases in salary from 1966 to 1975 than employees in any of the eight other provinces. Alberta ranks second. Newfoundland takes third position and Ontario fourth. Manitoba and New Brunswick follow in fifth and sixth places. The last three positions go to Saskatchewan, Nova Scotia and Quebec in that order.

Table H lists the 16 occupations for which salary rates were provided in all provinces except Prince Edward Island in both 1966 and 1975, in ascending order of the lowest average monthly salary rates paid in any province in 1966. The table also shows for each occupation the ratio of the lowest to the highest salary averages in 1966 and 1975.

The salary ratios in Table H are generally smaller for the lower-paid occupations than for the higher-paid in 1966. There is no such definite pattern in 1975.

In 1975, the salary ratios are generally smaller for the occupations in the dietary and housekeeping services category and in the maintenance and service category than for those in the nursing services category and in the diagnostic and treatment services category.

For most occupations, the 1975 salary ratios are smaller than the 1966 ratios. In 1975, the salary ratios range from .54 to .67 compared with .46 to .77 in 1966. This indicates that for most of the occupations shown, the differentials between the lowest and the highest average provincial rates have widened since 1966.

TABLE H

RATIOS OF THE LOWEST TO THE HIGHEST AVERAGE SALARY RATES
FOR SIXTEEN HOSPITAL OCCUPATIONS IN NINE PROVINCES, 1966 AND 1975

Occupations in Ascending Order of the Lowest Salary Rates in 1966	Average Monthly Rates				Ratio of Lowest Average to Highest Average	
	Lowest Average		Highest Average		1966	1975
	1966	1975	1966	1975		
	\$	\$	\$	\$		
1. Chambermaid	116	450	251	784	.46	.57
2. Nurse Aide	130	476	274	817	.47	.58
3. Seamstress, Linen Room	159	491	271	817	.59	.60
4. Med.-Lab. Technician, Female	183	585	277	873	.66	.67
5. Cook, Institution, Female	186	524	307	889	.61	.59
6. Nursing Assistant	200	594	316	937	.63	.63
7. Orderly, Uncertified	206	513	327	957	.63	.54
8. Orderly, Certified	222	573	361	951	.61	.60
9. Med.-Lab. Technologist, Female	280	745	397	1,175	.71	.63
10. Cook, Institution, Male	289	596	381	977	.76	.61
11. Stationary Engineer, 4th class	290	719	465	1,193	.62	.60
12. Nurse, General Duty	304	751	406	1,146	.75	.66
13. Diag-Rad. Technician, Female	309	703	400	1,156	.77	.61
14. Carpenter, Maintenance	328	727	477	1,259	.69	.58
15. Electrical Repairman	342	792	517	1,425	.66	.56
16. Stationary Engineer, 3rd class	348	774	517	1,294	.67	.60

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

III SEX COMPARISONS

Table 18 shows the ratios of the average monthly salary rates of females to the average monthly salary rates of males in similar occupations, for Canada and the provinces, in 1966 and 1975.

In 1966, there were generally substantial differences between the wage rates of women and men in similar occupations. For Canada as a whole, the female-male salary ratios ranged from .75 for laundry operator to .94 for medical-laboratory technologist. Within some provinces the ratio of the salaries of females to males varied considerably, as for instance in Newfoundland where it was .51 for laundry operator but .99 for diagnostic-radiological technician. In all provinces the ratios were usually lower for the lower-skilled occupations than for the higher-skilled.

The female-male salary ratios for Canada rose for all occupations between 1966 and 1975. In 1975, there was almost parity between sexes in the occupations of psychiatric attendant, diagnostic-radiological technician, medical-laboratory technician, and medical laboratory technologist, but women still averaged about ten per cent less than men in the occupations of cook, cook helper, and laundry operator.

One should keep in mind that regional salary disparities affect the Canadian female-male salary ratios. For example, the fact that 46 per cent of the Canadian females in the occupation of diagnostic-radiological technician were reported in Ontario and British Columbia, provinces with the highest salary averages, against 33 per cent of the males resulted in a relatively high Canadian female-male salary ratio for that occupation in 1975. Also, no allowance has been made for job experience, educational qualifications, and differences in duties.

SECTION 3

EARNINGS TRENDS OF ADMINISTRATIVE AND SUPERVISORY
PERSONNEL IN CANADIAN HOSPITALS, 1966 TO 1976

This section presents earnings trends for the following nine key administrative and supervisory positions in Canadian active treatment hospitals from 1966 to 1976:

1. Chief Executive Officer
2. Assistant Administrator
3. Chief Financial Officer
4. Personnel Director
5. Chief Nursing Officer
6. Purchasing Agent
7. Director of Plant
8. Laundry Manager
9. Chief Pharmacist

I NATIONAL TRENDS

From 1966 to 1976, the journal Hospital Administration in Canada conducted six biennial salary surveys of administrative and supervisory personnel in active treatment hospitals across Canada. Table 19 shows the number of questionnaires returned by the hospitals with sufficient information for tabulation.

Table 20 presents national salary averages calculated from the questionnaires for nine key positions, by hospital size range. The salary rates in Table 20 are as published by Hospital Administration in Canada and do not include lump sum cost of living allowances for hospital employees in Quebec retroactive to July 1, 1972 and July 1, 1974. The table also provides the percentage increases over two-year periods and the total percentage increases from 1966 to 1976.

The percentage increases in salaries for hospital supervisory personnel can be compared with those for hospital non-supervisory personnel for the period 1966 - 1974 since salary statistics were available for both categories of personnel in 1966 and 1974. The unweighted arithmetic mean of the percentage increases in salaries indicates that the supervisory and non-supervisory personnel received similar percentage increases for the period 1966-1974. The average percentage increase for the nine key administrative and supervisory positions was 98 per cent from 1966 to 1974, compared with 101 per cent for the 31 non-supervisory occupations before adjustments for retroactive cost of living allowances in Quebec.

II INTERREGIONAL COMPARISONS

Table 21 shows average salary rates for nine key administrative and supervisory positions by province or geographical area and by size of hospitals. Comparisons of salary averages in Table 21, as well as in Table 20, must be made cautiously since the number of persons whose salaries were reported in a given position and hospital size category may vary significantly from year to year.

III SEX COMPARISONS

In 1976, Hospital Administration in Canada conducted a salary survey by sex of personnel for 22 administrative and supervisory positions in active treatment, psychiatric and extended care institutions. Table 22 presents, by hospital size category, male and female employment and respective salary averages for the 22 occupational titles.

There were 2,802 males and 2,252 females reported in the 22 positions. The male and female employees, however, are not evenly distributed among the 22 job classifications, as some positions are occupied almost exclusively by male or female employees.

Salary averages in Table 22 indicate that salaries of females are generally lower than those of males for the same occupation and hospital size category, but it should be kept in mind that no allowance has been made for regional salary disparities, job experience, and educational qualifications.

SECTION 4

COMPARISONS OF SALARY RATES PAID IN HOSPITALS WITH THOSE
PAID IN OTHER INDUSTRIES FOR APPROXIMATELY SIMILAR
OCCUPATIONS IN 1974 AND 1975

This section makes comparisons of wage rates paid in hospitals with those paid in other industries in the same community for approximately similar occupations on October 1, 1974 and 1975. Comparisons are made for the following 17 hospital occupations in dietary and house-keeping services and in maintenance and service:

Dietary and Housekeeping Services

1. Chambermaid
2. Cook, Institution, Male
3. Cook, Institution, Female
4. Cook, Helper, Male
5. Cook, Helper, Female
6. Laundryman, Heavy Duties
7. Laundrywoman, Light Duties
8. Seamstress, Linen Room

Maintenance and Service

9. Boiler Operator
10. Carpenter, Maintenance
11. Electrical Repairman
12. Labourer, Non-Production
13. Stationary Engineer, 1st class
14. Stationary Engineer, 2nd class
15. Stationary Engineer, 3rd class
16. Stationary Engineer, 4th class
17. Truck Driver, Light and Heavy

In 1974, Labour Canada conducted a salary survey covering all establishments with 20 or more employees in 35 Canadian communities. A series of 35 community reports, Wage Rates, Salaries and Hours of Labour, October 1974, published by Labour Canada presents the obtained wage statistics for selected occupations. The salary information covers the last normal pay period before October 1.

Similar community reports for 1975 had not been published when this text was prepared, but Labour Canada allowed us to collect wage data for 1975 from their computer printout.

Table I uses these salary statistics in making comparisons of wage rates paid in hospitals with those paid in other industries in the same community for approximately similar occupations. The table makes salary comparisons within the largest community of each province. Inter-industry wage comparisons within each community are restricted to dietary and housekeeping personnel, and to maintenance and service personnel since no salary rates for nursing personnel or diagnostic and treatment personnel have been reported outside hospitals. In some communities even the statistics for the first two categories of personnel were very limited. More particularly, in Charlottetown and Regina, available statistics permitted salary comparisons for only one occupation (chambermaid in Charlottetown and male cook in Regina).

Salary rates were reported by Labour Canada either on an hourly or on a weekly basis. For making comparisons, hourly rates were converted to weekly rates using a conversion factor of 40 hours per week.

Again, we should mention a caution regarding salary comparisons at one point of time as some rates may reflect settlements reached many months earlier while others, by contrast, may reflect very recent agreements.

TABLE I

Ratios of Average Weekly Salary Rates Paid in Hospitals to Average Weekly Salary Rates Paid in Other Industries in the Same Community for Approximately Similar Occupations, as at October 1, 1974 and 1975

Dietary and Housekeeping Services

	Chambermaid(1)		Cook Male(2)		Cook, Female ^{1,2)}		Cook, Helper Male		Cook, Helper Female		Laundryman, Heavy Duties		Laundrywoman, Light Duties		Seamstress, Linen Room		
	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	
St. John's	.79	.84	1.12	1.10													
Charlottetown	1.02	.82															
Halifax-Dartmouth	1.09	1.13	.90	.95													
Saint John	.85	.93															
Montreal*	1.16	1.26	1.14	1.25	1.15	1.26	1.28	1.31	1.19	1.22	1.38	1.40	1.48	1.39	1.18	1.14	
Toronto	1.17	1.23	1.13	1.32	1.10	1.22	1.21	1.47	1.11	1.32	1.10	1.28	1.21	1.35	1.17	1.34	
Winnipeg	1.12	1.04	1.32	1.30	1.10	1.18	1.19	1.19	.95	1.06	1.17	1.12	1.10	1.21			
Regina																	
Edmonton	1.03	1.13	1.14	1.38	.94	1.26			.93	1.21			1.14	1.44			
Vancouver	1.10	1.00	1.34	1.19	1.17	1.10	1.32	1.34	1.22	1.24	1.21	1.21	1.24	1.33	1.48		

Maintenance and Service

	Boiler Operator		Carpenter, Maintenance		Electrical Repairman		Labourer, Non-Production		Stationary Engineer, 1st Class		Stationary Engineer, 2nd Class		Stationary Engineer, 3rd Class		Stationary Engineer, 4th Class		Truck Driver, Light and Heavy	
	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975
St. John's	.94	.85	.85	.86	1.06	.97							1.06	.99	.99	.97		
Charlottetown																		
Halifax-Dartmouth	.89	.88	.84	.86	.92	.88												
Saint John	.79	.89	.70	.71														
Montreal*	1.02	1.02	1.03	1.04	.99	1.00												
Toronto	.92	.97	.89	.93	.97	1.03												
Winnipeg	.99	.95	1.01	.99														
Regina																		
Edmonton	1.00	1.23	1.02	1.15														
Vancouver	1.11	1.11	1.17	1.13	1.15	1.06												

(1) Ratio of average salary of chambermaids in hospitals to average salary of charwomen in all industries (incl. hospitals).

(2) Does not include supervisors, chefs and cooks.

* Salary rates of hospital employees in Montreal have been adjusted to reflect cost of living allowances retroactive to July 1, 1974, and increases in salary scales retroactive to July 1, 1975.

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1974*; unpublished data provided by Labour Canada for 1975. Information on cost of living allowances retroactive to July 1, 1974 and on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

The wage information contained in the community reports from Labour Canada is presented mainly in two types of tables. The first type gives salary information by major industry group, while the second presents occupational wage rates in a number of specific industries.

The major industry groups in the first type are as follows:

1. All industries. Includes all industries covered by the manufacturing and non-manufacturing industry divisions described below.
2. Manufacturing. Includes the majority of employees in the manufacturing industries; however, several sub-industries are not included.
3. Non-manufacturing. Includes non-manufacturing industry groups listed below in addition to logging and mining.
4. Transportation, etc. Includes the following industry groups or industries: transportation (and incidental services), storage, communication (radio and television, telephone, telegraph and cable), electric power, gas and water utilities.
5. Trade. Includes wholesale and retail trade.
6. Finance. Includes financial institutions, insurance and real estate industries.
7. Public administration. Includes federal, provincial and municipal governments but not foreign government services in Canada.
8. Services. The most important major groups of industries included are recreational services, services to business management (accountancy, advertising, engineering, etc.), personal services and miscellaneous services. In addition, hospitals are included from the health and welfare services group.

In the second type of table, salary information is given for specific industries considered to be the most relevant to the community.

For the maintenance and service category, the average salary rate paid in hospitals could be compared directly with the average salary rate paid in "all industries excluding hospitals" for a given occupation within the same community. "All industries" represents a major industry group, therefore the average rate in "all industries excluding hospitals" is simply calculated by taking hospitals out of "all industries".

Except for chambermaids in hospitals who have been compared directly with charwomen in "all industries", the average salary rate for each occupation in the dietary and housekeeping services category has been compared with a weighted average of the salary rates for similar occupations in a number of specific industries.

The decision to include in the comparison an occupation more or less similar to a hospital occupation is a matter of personal judgement. The inclusion or exclusion of such an occupation may affect greatly the salary ratios in table I. For example, the inclusion of sewing-machine operator in the clothing industry as an occupation comparable to seamstress, linen room in hospitals yields a salary ratio of 1.48 for seamstress, linen room in Vancouver in 1975. Had the occupation of sewing-machine operator been judged not comparable to seamstress linen room in hospitals, the salary ratio would have been only 1.12.

In compiling the table we used the same occupations and industries in 1974 and 1975, although generally fewer establishments reported in each industry in 1975.

The average salary rates for male cook, female cook, male cook helper, female cook helper, and seamstress, linen room were compared with the average salary rates for similar occupations in other industries independently of the sex of personnel.

The general picture that emerges from Table I is that in most communities, for the dietary and housekeeping occupations, average weekly salary rates in hospitals were generally above those paid in other industries. In Vancouver, Edmonton, and Montreal, for the maintenance and service occupations, weekly average salary rates in hospitals were

also usually above those paid in other industries. In other cities, hospital rates tended to be lower, but it should be kept in mind that workers such as maintenance carpenters, electrical repairmen, and non-production labourers in other industries may be subject to seasonal unemployment, whereas hospital workers are generally not. Consequently, it may be possible that average annual earnings from hospital employment were higher than in other industries despite somewhat lower weekly earnings.

Note: A statistical compendium of salary rates paid in industry groups or in specific industries for occupations similar to hospital occupations, within the largest community of each province is available on request.

A P P E N D I C E S

A P P E N D I X A

Unweighted Salary Indices

The following table compares the results of two unweighted salary indices with those of the Paasche salary index for the four broad categories of hospital services.

TABLE 1
UNWEIGHTED SALARY INDICES AND PAASCHE SALARY INDEX

Categories of Services	Simple Aggregative Salary Index 1975 (1966 = 100)	Simple Average of Relatives 1975 (1966 = 100)	Paasche Salary Index 1975 (1966 = 100)
Nursing Services	254	256	270
Diagnostic & Treatment Services	269	271	274
Dietary & Housekeeping Services	267	270	280
Maintenance and Service	231	234	235

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

The simple aggregative salary index is constructed by dividing the aggregate of the average occupational earnings in one category of services for 1975 by the aggregate for 1966.

The simple average of relatives is the unweighted arithmetic mean of the salary relatives for 1975 with 1966 = 100 for the individual occupations in one category of services.

Those two methods imply that each occupation in each category of services is equally important.

The Paasche index numbers are higher than the unweighted index number, indicating that the occupations with a greater number of employees generally obtained higher percentage increases in salaries than the occupations with fewer employees within the same category of services.

A P P E N D I X B

Statistical Tables

TABLE 1(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: CANADA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵								
	1962	1966	1967	1968	1969	1970	1971	1972	1973
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	178	232	249	270	288	331	365	438	532
2 Nurse, General Duty	312	389	426	465	494	550	592	700	848
3 Nursing Assistant	216	276	308	332	354	407	440	538	634
4 Orderly, Certified	249	326	355	378	404	445	477	569	663
5 Orderly, Uncertified	—	292	318	337	356	395	425	528	604
6 Psychiatric Attendant, Male	289	361	386	414	447	487	473	571	646
7 Psychiatric Attendant, Female	245	321	363	389	421	439	473	558	630
Diagnostic and Treatment Services									
8 Diagnostic - Radiological Technician, Male	341	394	435	459	491	541	590	713	838
9 Diagnostic - Radiological Technician, Female	292	365	402	429	456	513	553	665	812
10 Medical - Laboratory Technician, Male	—	306	324	351	352	399	428	590	745
11 Medical - Laboratory Technician, Female	—	260	277	294	327	382	396	574	720
12 Medical - Laboratory Technologist, Male	—	392	430	465	483	543	595	709	862
13 Medical - Laboratory Technologist, Female	—	367	409	438	469	523	563	676	814
14 Morgue Man	—	342	367	392	416	459	501	599	695
15 Physiotherapist	—	—	—	—	—	—	—	782	953
Dietary and Housekeeping Services									
16 Chambermaid	165	219	243	262	280	316	349	423	515
17 Cook, Institution, Male	281	360	380	407	431	493	528	608	683
18 Cook, Institution, Female	200	272	297	325	353	397	429	509	599
19 Cook, Helper, Male	—	300	327	339	359	395	430	508	594
20 Cook, Helper, Female	—	236	260	281	296	344	372	439	531
21 Laundrywoman, Heavy Duties	245	303	326	346	370	409	445	523	598
22 Laundrywoman, Light Duties	171	227	250	269	289	325	357	432	524
23 Seamstress, Linen Room	—	242	267	281	295	343	370	457	541
Maintenance and Service									
24 Boiler Operator	—	330	366	389	408	446	506	577	670
25 Carpenter, Maintenance	—	413	441	469	495	537	580	688	794
26 Electrician, Repairman	—	442	470	506	547	600	646	775	947
27 Labourer, Non-Production	—	268	318	347	374	414	433	520	610
28 Stationary Engineer, 1st class	—	550	586	650	673	709	729	897	1,033
29 Stationary Engineer, 2nd class	—	499	531	567	595	647	671	806	918
30 Stationary Engineer, 3rd class	—	435	461	491	522	590	617	717	821
31 Stationary Engineer, 4th class	—	387	412	430	451	500	540	636	733
32 Truck Driver, Light and Heavy	—	344	363	391	427	461	496	589	637
Standard Hours per Week	—	39.7	39.3	39.2	39.1	39.1	38.7	38.7	38.4

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

* Footnotes follow Table 11(b)

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

NOTE: Data for 1972 not available in Quebec. Adjustments have been made for cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and for increases in salary scales retroactive to July 1, 1971 and July 1, 1975 in Quebec.

TABLE 1(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: CANADA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase						Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971			
Nursing Services									
1. Nurse Aide	6.8	7.3	8.4	6.7	14.9	10.3	9.5	21.5	24.2
2. Nurse, General Duty	5.7	9.5	9.1	6.2	11.3	7.6	8.7	21.1	12.3
3. Nursing Assistant	6.3	11.6	7.8	6.6	15.0	8.1	10.6	17.8	11.6
4. Orderly, Certified	7.0	8.9	6.5	6.9	10.1	7.2	9.2	16.5	23.6
5. Orderly, Uncertified	—	8.9	6.0	5.6	11.0	7.6	11.5	14.4	10.4
6. Psychiatric Attendant, Male	5.7	6.9	7.3	8.0	1.8	7.0	8.3	13.1	19.9
7. Psychiatric Attendant, Female	7.0	13.1	7.2	8.2	4.3	7.7	8.6	12.9	20.5
8. Diagnostic - Radiological Technician, Male	3.7	10.4	5.5	7.0	10.2	9.1	9.9	17.5	20.4
9. Diagnostic - Radiological Technician, Female	5.7	10.1	6.7	6.3	12.5	7.8	9.7	22.1	11.0
10. Medical - Radiological Technician, Male	—	5.9	8.3	0.3	13.4	7.3	17.4	26.3	195.9
11. Medical - Laboratory Technician, Male	—	6.5	6.1	11.2	16.8	3.7	20.4	25.4	11.6
12. Medical - Laboratory Technician, Female	—	9.7	8.1	3.9	12.4	9.6	9.2	21.6	12.9
13. Medical - Laboratory Technician, Female	—	11.4	7.1	7.1	11.5	7.6	9.6	20.4	13.8
14. Morgue Man	—	7.3	6.8	6.1	10.3	9.2	8.4	16.0	20.1
15. Physiotherapist	—	—	—	—	—	—	—	15.5	11.4
Diagnostic and Treatment Services									
16. Chambermaid	7.3	11.0	7.8	6.9	12.9	10.4	10.1	21.7	26.0
17. Cook, Institution, Male	6.4	5.6	5.9	14.4	7.1	7.1	7.3	12.3	24.7
18. Cook, Institution, Female	8.0	9.2	9.4	8.6	12.5	8.1	8.9	17.7	10.0
19. Cook, Helper, Male	—	9.0	3.7	5.9	10.0	8.9	8.7	16.9	12.9
20. Cook, Helper, Female	—	10.2	3.7	5.3	16.2	8.1	8.1	21.0	27.5
21. Laundrywoman, Heavy Duties	5.5	7.6	6.1	6.9	10.5	8.8	8.4	14.3	10.8
22. Laundrywoman, Light Duties	7.3	10.1	7.6	7.4	12.5	9.8	10.0	23.1	26.9
23. Seamstress, Linen Room	—	10.3	5.2	16.3	16.3	7.9	7.9	21.3	12.4
Dietary and Housekeeping Services									
24. Boiler Operator	—	10.9	6.3	4.9	9.3	13.5	6.8	16.1	12.8
25. Carpenter, Maintenance	—	6.8	6.3	5.5	8.5	8.0	8.9	15.4	10.0
26. Electrical Repairman	—	6.3	7.7	8.1	9.7	7.7	9.5	16.5	17.6
27. Labourer, Non-Production	—	18.7	9.1	7.8	10.7	4.6	9.6	17.3	12.0
28. Stationary Engineer, 1st class	—	6.5	10.9	3.5	5.3	2.8	10.9	15.2	22.1
29. Stationary Engineer, 2nd class	—	6.4	6.8	4.9	8.7	3.7	9.6	13.9	15.8
30. Stationary Engineer, 3rd class	—	6.0	6.5	4.4	13.0	4.6	7.8	14.5	19.0
31. Stationary Engineer, 4th class	—	6.5	4.4	4.9	10.9	8.0	8.5	15.3	22.4
32. Truck Driver, Light and Heavy	—	5.5	7.7	9.2	8.0	7.6	9.0	8.1	22.5

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 1(C)

NUMBER OF FULL-TIME EMPLOYEES IN REPORTING HOSPITALS
IN CANADA, BY OCCUPATION, AS AT OCTOBER 1, 1975

Nursing Services

1. Nurse Aide	13,191
2. Nurse, General Duty	50,065
3. Nursing Assistant	23,795
4. Orderly, Certified	4,679
5. Orderly, Uncertified	3,668
6. Psychiatric Attendant, Male	2,120
7. Psychiatric Attendant, Female	3,084

Diagnostic and Treatment Services

8. Diagnostic-Radiological Technician, Male	713
9. Diagnostic-Radiological Technician, Female	2,441
10. Medical-Laboratory Technician, Male	553
11. Medical-Laboratory Technician, Female	1,612
12. Medical-Laboratory Technologist, Male	1,382
13. Medical-Laboratory Technologist, Female	4,756
14. Morgue Man	153
15. Physiotherapist	436

Dietary and Housekeeping Services

16. Chambermaid	9,391
17. Cook, Institution, Male	1,341
18. Cook, Institution, Female	1,336
19. Cook, Helper, Male	1,031
20. Cook, Helper, Female	2,483
21. Laundryman, Heavy duties	860
22. Laundrywoman, Light duties	1,208
23. Seamstress, Linen room	956

Maintenance and Service

24. Boilor Operator	149
25. Carpenter, Maintenance	806
26. Electrical Repairman	554
27. Labourer, Non-Production	999
28. Stationary Engineer, 1st class	55
29. Stationary Engineer, 2nd class	423
30. Stationary Engineer, 3rd class	949
31. Stationary Engineer, 4th class	811
32. Truck driver, Light and Heavy	301
TOTAL	136,301

SOURCE: Unpublished data provided by Labour Canada.

TABLE 2(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NEWFOUNDLAND, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵							
	1962	1966	1967	1968	1969	1970	1971	1972
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	121	130	141	165	197	222	283	389
2. Nurse, General Duty	244	304	369	428	437	471	524	435
3. Nursing Assistant	146	200	223	264	266	314	356	530
4. Orderly, Certified	202	248	286	333	337	383	411	388
5. Orderly, Uncertified	—	209	251	291	299	345	345	420
6. Psychiatric Attendant, Male	—	—	—	—	—	—	372	386
7. Psychiatric Attendant, Female	—	—	—	—	—	—	420	466
Diagnostic and Treatment Services								
8. Diagnostic - Radiological Technician, Male	328	332	393	441	457	511	591	729
9. Diagnostic - Radiological Technician, Female	304	328	365	378	424	469	545	793
10. Medical - Laboratory Technician, Male	—	—	273	293	297	355	435	668
11. Medical - Laboratory Technician, Female	—	203	209	265	280	355	374	703
12. Medical - Laboratory Technologist, Male	—	319	441	473	495	522	539	644
13. Medical - Laboratory Technologist, Female	—	280	346	409	426	458	482	585
14. Morgue, Man	—	—	286	335	334	370	418	846
15. Physiotherapist	—	—	—	—	—	—	—	745
Dietary and Housekeeping Services								
16. Chambermaid	97	116	154	151	165	201	237	591
17. Cook, Institution, Male	267	289	317	345	351	399	421	691
18. Cook, Institution, Female	127	186	187	205	225	284	338	458
19. Cook, Helper, Male	—	219	261	304	—	—	430	497
20. Cook, Helper, Female	—	—	171	214	206	266	260	497
21. Laundrywoman, Heavy Duties	195	256	274	297	307	355	392	517
22. Laundrywoman, Light Duties	110	131	138	153	155	205	243	572
23. Seamstress, Linen Room	—	159	202	194	199	244	271	523
Maintenance and Service								
24. Boiler Operator	—	266	288	290	296	356	442	586
25. Carpenter, Maintenance	—	328	370	383	417	433	513	669
26. Electrical Repairman	—	342	374	384	419	445	525	738
27. Labourer, Non-Production	—	229	243	275	286	334	391	488
28. Stationary Engineer, 1st class	—	—	—	—	—	—	427	621
29. Stationary Engineer, 2nd class	—	—	473	510	538	580	617	—
30. Stationary Engineer, 3rd class	—	372	381	388	392	436	535	—
31. Stationary Engineer, 4th class	—	304	328	357	359	404	435	838
32. Truck Driver, Light and Heavy	—	—	321	352	370	404	465	723
Standard Hours per Week								
24. Boiler Operator	—	40.1	40.1	39.6	39.3	39.5	39.2	**
25. Carpenter, Maintenance	—	—	—	—	—	—	—	—
26. Electrical Repairman	—	—	—	—	—	—	—	—
27. Labourer, Non-Production	—	—	—	—	—	—	—	—
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	—	—	—	—	—	—	—
31. Stationary Engineer, 4th class	—	—	—	—	—	—	—	—
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1962, 1966-1973*; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 2(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NEWFOUNDLAND AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase							Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972			
Nursing Services										
1. Nurse Aide	1.8	8.5	17.0	19.4	12.7	27.5	1.8	35.1	11.8	25.1
2. Nurse, General Duty	5.7	21.4	16.0	2.1	7.8	11.3	1.0	0.0	29.2	9.6
3. Nursing Assistant	8.2	11.5	18.4	0.8	18.0	13.4	9.0	13.4	25.7	13.5
4. Orderly, Certified	5.3	15.3	16.4	1.2	13.7	7.3	2.2	8.3	11.6	24.2
5. Orderly, Uncertified	—	20.1	15.9	2.7	15.4	0.0	7.8	3.8	20.7	10.9
6. Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	22.3	212.4
7. Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	11.8	172.7
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	0.3	18.4	12.2	3.6	11.8	—	—	7.3	23.4	8.8
9. Diagnostic - Radiological Technician, Female	1.9	11.3	3.6	12.2	10.6	4.7	7.9	2.8	22.6	5.2
10. Medical - Radiological Technician, Male	—	—	7.3	1.4	19.5	3.4	18.5	6.4	22.0	14.0
11. Medical - Laboratory Technician, Female	—	3.0	26.8	5.7	26.8	0.8	4.5	16.6	18.1	13.6
12. Medical - Laboratory Technologist, Male	—	38.2	7.3	4.7	5.5	1.1	2.1	11.2	16.3	13.3
13. Medical - Laboratory Technologist, Female	—	23.6	18.2	4.2	7.5	—	—	11.2	30.0	6.9
14. Morgue Man	—	—	17.1	-0.3	10.8	13.0	4.5	—	—	11.5
15. Physiotherapist	—	—	—	—	—	—	—	—	17.9	—
Dietary and Housekeeping Services										
16. Chambermaid	4.6	32.8	1.9	9.3	21.8	9.0	8.2	20.3	29.8	37.6
17. Cook, Institution, Male	2.0	9.7	8.8	1.7	13.7	5.5	1.9	6.8	25.3	20.4
18. Cook, Institution, Female	10.0	0.5	9.6	9.8	26.2	19.0	8.6	17.2	15.6	23.7
19. Cook, Helper, Male	—	19.2	—	—	—	—	—	—	—	—
20. Cook, Helper, Female	—	—	—	25.1	3.7	29.1	—	5.4	43.8	31.2
21. Laundryman, Heavy Duties	7.0	7.0	8.4	3.4	15.6	10.4	4.3	—	—	—
22. Laundrywoman, Light Duties	4.5	5.3	10.9	1.3	32.3	18.6	8.2	15.2	24.4	25.4
23. Seamstress, Linen Room	—	27.0	—4.0	2.6	22.6	11.1	4.8	9.2	31.6	38.7
Maintenance and Service										
24. Boiler Operator	—	8.3	0.7	2.1	20.3	—	—	7.5	23.4	9.4
25. Carpenter, Maintenance	—	12.8	3.5	8.9	3.8	11.5	6.2	9.7	18.8	13.6
26. Electrical Repairman	—	9.4	2.7	9.1	6.2	12.8	4.6	13.1	24.2	14.0
27. Labourer, Non-Production	—	6.1	13.2	4.0	16.8	16.5	0.5	9.2	14.3	27.3
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	—	7.8	5.5	-0.2	8.0	6.4	—	—
30. Stationary Engineer, 3rd class	—	—	2.4	1.8	1.0	11.2	6.2	16.1	34.9	12.8
31. Stationary Engineer, 4th class	—	—	7.9	8.8	0.6	12.5	7.7	10.1	36.9	20.2
32. Truck Driver, Light and Heavy	—	—	—	9.7	5.1	9.2	0.2	14.8	—	17.4

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

**TABLE 3(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: PRINCE EDWARD ISLAND, AS AT OCTOBER 1, 1962 TO 1975⁴**

Occupation	Average Monthly Rate ⁵									1975
	1962	1966	1967	1968	1969	1970	1971	1972	1973	
Nursing Services										
1 Nurse Aide	\$ 114	\$ 180	\$ 196	\$ 211	\$ 242	\$ 286	\$ 303	\$ 324	\$ 376	\$ 415
2 Nurse, General Duty	242	330	344	354	441	503	526	568	609	573
3 Nursing Assistant	155	218	239	250	289	331	358	383	436	804
4 Orderly, Certified	169	222	242	251	278	301	335	354	410	613
5 Orderly, Uncertified	—	—	—	235	—	—	—	—	437	475
6 Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	420	592
7 Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	—	584
Diagnostic and Treatment Services										
8 Diagnostic - Radiological Technician, Male	—	—	—	—	—	—	—	—	—	—
9 Diagnostic - Radiological Technician, Female	242	320	362	373	447	503	530	594	620	—
10 Medical - Laboratory Technician, Male	—	—	—	225	239	268	333	—	—	—
11 Medical - Laboratory Technician, Female	—	—	—	—	—	—	—	—	—	729
12 Medical - Laboratory Technologist, Male	—	—	—	308	346	390	—	—	—	—
13 Medical - Laboratory Technologist, Female	—	—	—	—	—	—	—	575	—	—
14 Morgue Man	—	—	—	—	—	—	—	—	—	—
15 Physiotherapist	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services										
16 Chambermaid	113	152	163	168	204	254	270	300	339	371
17 Cook, Institution, Male	202	—	—	—	—	407	422	438	497	544
18 Cook, Institution, Female	148	251	263	269	316	335	354	373	438	641
19 Cook, Helper, Male	—	—	—	—	—	—	—	—	—	—
20 Cook, Helper, Female	—	205	215	216	242	280	—	—	—	395
21 Laundryman, Heavy Duties	182	223	240	251	291	303	327	—	—	—
22 Laundrywoman, Light Duties	119	160	175	180	223	264	386	308	352	406
23 Seamstress, Linen Room	—	170	194	203	234	287	—	324	356	395
Maintenance and Service										
24 Boiler Operator	—	270	297	303	—	—	—	—	—	—
25 Carpenter, Maintenance	—	—	311	—	—	376	—	—	—	—
26 Electrical Repairman	—	—	—	213	221	251	—	—	—	—
27 Labourer, Non-Production	—	—	—	—	—	—	—	—	—	—
28 Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—
29 Stationary Engineer, 2nd class	—	—	—	—	—	—	—	—	—	—
30 Stationary Engineer, 3rd class	—	—	—	—	—	—	—	—	—	—
31 Stationary Engineer, 4th class	—	—	—	—	—	—	—	—	—	—
32 Truck Driver, Light and Heavy	—	—	—	40.0	39.9	40.0	40.0	40.0	40.0	40.0
Standard Hours per Week										
										**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 3(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: PRINCE EDWARD ISLAND, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975			
Nursing Services													
1. Nurse Aide	12.1	8.9	7.7	14.7	18.2	5.9	6.9	16.0	10.4	38.1	13.7	402.6	218.3
2. Nurse, General Duty	8.1	4.2	2.9	24.6	14.1	4.6	8.0	7.2	14.6	10.4	232.2	143.6	393
3. Nursing Assistant	8.9	9.6	4.6	15.6	14.5	8.2	7.0	13.8	8.9	29.1	12.2	295.5	181.2
4. Orderly, Certified	7.1	9.0	3.7	10.8	8.3	11.3	5.7	15.8	6.6	35.5	11.5	250.3	166.7
5. Orderly, Unidentified	—	—	—	—	—	—	—	—	—	—	—	—	370
6. Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	—	—	—	—	—
7. Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	—	—	—	—	—
Diagnostic and Treatment Services													
8. Diagnostic - Radiological Technician, Male	—	—	—	—	—	—	—	—	—	—	—	—	—
9. Diagnostic - Radiological Technician, Female	7.2	13.1	3.0	—	—	—	5.4	12.1	4.4	—	—	—	—
10. Medical - Laboratory Technician, Male	—	—	—	6.2	12.1	—	—	—	—	—	—	—	—
11. Medical - Laboratory Technician, Female	—	—	—	—	—	—	—	—	—	—	—	—	—
12. Medical - Laboratory Technologist, Male	—	—	—	12.7	—	—	—	—	—	—	—	—	—
13. Medical - Laboratory Technologist, Female	—	—	12.3	—	—	—	—	—	—	—	—	—	—
14. Morgue Man	—	—	—	—	—	—	—	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services													
16. Chambermaid	7.7	7.2	3.1	21.4	24.5	6.3	11.1	13.0	9.4	37.5	14.4	351.3	235.5
17. Cook, Institution, Male	—	—	—	—	—	3.7	3.8	13.5	9.5	29.6	—	249.0	—
18. Cook, Institution, Female	14.1	4.8	2.3	17.5	6.0	5.7	5.4	17.4	3.2	41.8	11.0	333.1	155.4
19. Cook, Helper, Male	—	—	—	—	—	—	—	—	—	—	—	—	390
20. Cook, Helper, Female	—	—	4.9	0.5	12.0	15.7	—	—	5.6	—	—	—	—
21. Laundryman, Heavy Duties	5.2	7.6	4.6	15.9	4.1	7.9	—	—	—	—	—	—	—
22. Laundrywoman, Light Duties	7.7	9.4	2.9	23.9	18.4	8.3	7.7	14.3	15.3	—	—	—	—
23. Seamstress, Linen Room	—	14.1	4.6	15.3	22.6	—	—	9.9	11.0	34.9	13.5	—	213.5
Maintenance and Service													
24. Boiler Operator	—	—	10.0	2.0	—	—	—	—	—	—	—	—	—
25. Carpenter, Maintenance	—	—	—	—	—	—	—	—	—	—	—	—	—
26. Electrical Repairman	—	—	—	3.8	13.6	—	—	—	—	—	—	—	—
27. Labourer, Non-Production	—	—	—	—	—	—	—	—	—	—	—	—	—
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	—	—	—	—	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	—	—	—	—	—	—	—	—	—	—	—	—
31. Stationary Engineer, 4th class	—	—	—	—	—	—	—	—	—	—	—	—	—
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	—	—	—	—	—

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 4(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL
IN REPORTING HOSPITALS³: NOVA SCOTIA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵									\$	
	1962	1966	1967	1968	1969	1970	1971	1972	1973		
Nursing Services											
1. Nurse Aide	\$ 146	\$ 180	\$ 210	\$ 236	\$ 256	\$ 284	\$ 325	\$ 353	\$ 360	\$ 429	\$ 476
2. Nurse, General Duty	277	339	389	432	457	494	545	578	623	721	893
3. Nursing Assistant	190	231	276	300	327	357	389	421	454	530	594
4. Orderly, Certified	191	289	316	342	349	381	412	437	471	532	573
5. Orderly, Uncertified	—	206	236	258	284	310	336	366	415	516	513
6. Psychiatric Attendant, Male	209	—	249	277	310	—	374	393	448	479	516
7. Psychiatric Attendant, Female	—	—	213	234	—	—	354	358	416	479	517
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	287	344	384	441	489	504	578	610	652	744	904
9. Diagnostic - Radiological Technician, Female	271	332	371	406	444	467	518	558	600	716	824
10. Medical - Laboratory Technician, Male	—	211	261	308	306	317	330	395	430	491	615
11. Medical - Laboratory Technician, Female	—	183	245	274	274	288	323	356	440	519	632
12. Medical - Laboratory Technologist, Male	—	338	406	429	466	509	567	596	660	777	967
13. Medical - Laboratory Technologist, Female	—	325	374	408	446	459	517	558	613	713	857
14. Morgue Man	—	—	321	—	336	—	—	363	—	526	—
15. Physiotherapist	—	—	—	—	—	—	—	—	704	796	996
Dietary and Housekeeping Services											
16. Chambermaid	122	154	173	202	229	252	295	315	347	403	450
17. Cook, Institution, Male	238	291	323	343	355	387	445	450	481	563	596
18. Cook, Institution, Female	189	201	254	297	306	356	375	402	407	475	524
19. Cook, Helper, Male	—	205	244	251	283	288	342	353	407	467	520
20. Cook, Helper, Female	—	175	204	235	256	273	313	338	352	428	453
21. Laundryman, Heavy Duties	188	219	255	272	296	326	368	395	423	497	554
22. Laundrywoman, Light Duties	122	149	174	208	233	262	302	325	352	414	467
23. Seamstress, Linen Room	—	176	216	233	256	279	323	342	375	440	491
Maintenance and Service											
24. Boiler Operator	—	289	344	357	390	433	487	541	557	664	758
25. Carpenter, Maintenance	—	337	406	410	447	490	547	566	652	699	771
26. Electrical Repairman	—	401	419	425	474	527	579	586	691	726	793
27. Labourer, Non-Production	—	235	286	302	323	352	395	—	440	482	530
28. Stationary Engineer, 1st class	—	—	575	638	—	—	785	855	918	1,161	—
29. Stationary Engineer, 2nd class	—	443	486	538	603	602	732	750	743	890	977
30. Stationary Engineer, 3rd class	—	420	404	459	474	485	570	576	646	736	810
31. Stationary Engineer, 4th class	—	290	323	357	363	392	460	505	537	679	719
32. Truck Driver, Light and Heavy	—	299	337	350	389	429	523	523	518	585	758
Standard Hours per Week											
	—	39.9	39.5	39.4	39.5	38.7	39.3	39.0	38.6	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1962, 1966-1973*; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 4(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES' OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NOVA SCOTIA AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975			
Nursing Services													
1. Nurse Aide	5.4	16.7	12.4	8.5	10.9	14.4	8.6	2.0	19.2	11.0	11.4	226.0	164.4
2. Nurse, General Duty	5.2	14.7	11.1	5.8	8.1	10.3	6.1	7.8	15.7	23.9	11.4	222.4	163.4
3. Nursing Assistant	5.0	19.5	8.7	9.0	9.2	8.2	6.1	7.8	16.7	12.1	11.1	212.6	157.1
4. Orderly, Certified	10.9	9.3	8.2	2.1	9.2	8.1	6.1	7.8	13.0	7.9	7.9	200.0	98.3
5. Orderly, Uncertified	—	14.6	9.3	10.1	9.2	8.4	8.9	13.4	24.3	-0.6	10.7	149.0	149.0
6. Psychiatric Attendant, Male	—	—	11.2	11.9	—	—	5.1	14.0	6.9	7.7	7.9	146.9	—
7. Psychiatric Attendant, Female	—	—	—	9.9	—	—	1.1	16.2	15.1	—	—	—	—
Diagnostic and Treatment Services													
8. Diagnostic - Radiological Technician, Male	4.6	11.6	14.8	10.9	3.1	14.7	5.5	6.9	14.1	21.5	11.3	215.0	162.8
9. Diagnostic - Radiological Technician, Female	5.2	11.7	9.4	9.4	5.2	10.9	7.7	7.5	19.3	15.1	10.6	204.1	148.2
10. Medical - Laboratory Technician, Male	—	23.7	18.0	-0.7	3.6	4.1	19.7	8.9	14.2	25.3	12.6	—	191.5
11. Medical - Laboratory Technician, Female	—	33.9	11.8	0.0	5.1	12.2	10.2	23.6	18.0	21.8	14.8	—	245.4
12. Medical - Laboratory Technologist, Male	—	20.1	5.7	8.6	9.2	11.4	5.1	10.7	17.7	24.5	12.4	—	186.1
13. Medical - Laboratory Technologist, Female	—	15.1	9.1	9.3	2.9	12.6	7.9	9.9	16.3	20.2	11.4	—	163.7
14. Morgue Man	—	—	—	—	—	—	—	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services													
16. Chambermaid	6.0	12.3	16.8	13.4	10.0	17.1	6.8	10.2	16.1	11.7	12.7	268.9	192.2
17. Cook, Institution, Male	5.2	11.0	6.2	3.5	9.0	15.0	1.1	6.9	17.0	5.9	8.3	150.4	104.8
18. Cook, Institution, Female	1.6	26.4	6.7	9.6	3.0	16.3	5.3	7.2	18.2	10.3	11.2	177.3	160.7
19. Cook, Helper, Male	—	19.0	2.9	12.8	1.8	18.8	3.2	15.3	14.7	11.4	10.9	—	153.7
20. Cook, Helper, Female	—	16.6	15.2	8.9	6.6	14.7	8.0	4.1	21.6	5.8	11.1	—	158.9
21. Laundrywoman, Heavy Duties	3.9	16.4	6.7	8.8	10.1	12.9	7.3	7.1	17.5	11.5	10.9	194.7	153.0
22. Laundrywoman, Light Duties	5.1	16.8	19.5	12.0	12.4	15.3	7.6	8.3	17.6	12.8	13.5	282.8	213.4
23. Seamstress, Linen Room	—	22.7	7.9	9.9	9.0	15.8	5.9	9.6	17.3	11.6	12.1	—	179.0
Maintenance and Service													
24. Boiler Operator	—	19.0	3.8	9.2	11.0	12.5	11.1	3.0	19.2	14.2	11.3	—	162.3
25. Carpenter, Maintenance	—	20.5	1.0	9.0	9.6	11.6	3.5	15.2	7.2	10.3	9.6	—	128.8
26. Electrical Repairman	—	4.5	1.4	11.5	11.2	9.9	1.2	17.9	5.1	9.2	7.9	—	97.8
27. Labourer, Non-Production	—	21.7	5.6	7.0	9.0	12.2	—	—	9.5	10.0	9.5	—	125.5
28. Stationary Engineer, 1st class	—	—	11.0	—	—	—	—	8.9	7.4	26.5	—	—	—
29. Stationary Engineer, 2nd class	—	9.7	10.7	12.1	-0.2	21.6	2.5	-0.9	19.8	9.8	9.2	—	120.5
30. Stationary Engineer, 3rd class	—	-3.8	13.6	3.3	2.3	17.5	1.1	12.2	13.9	10.1	7.6	—	92.9
31. Stationary Engineer, 4th class	—	11.4	10.5	1.7	8.0	17.3	9.8	6.3	26.4	5.9	10.6	—	147.9
32. Truck Driver, Light and Heavy	—	12.7	3.9	11.1	10.3	21.9	-3.1	2.2	12.9	29.6	10.9	—	153.5

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1975; unpublished data provided by Labour Canada for 1974 and 1975.

**TABLE 5(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³; NEW BRUNSWICK, AS AT OCTOBER 1, 1962 TO 1975⁴**

Occupation	Average Monthly Rate ⁵							1975
	1962	1966	1967	1968	1969	1970	1971	
Nursing Services								
1. Nurse Aide	\$ 154	\$ 176	\$ 192	\$ 223	\$ 224	\$ 252	\$ 339	\$ 363
2. Nurse, General Duty	288	348	411	432	464	479	594	694
3. Nursing Assistant	190	236	266	286	299	313	406	521
4. Orderly, Certified	228	261	304	336	339	390	441	459
5. Orderly, Uncertified	—	212	254	277	297	323	404	453
6. Psychiatric Attendant, Male	262	—	312	321	353	422	448	489
7. Psychiatric Attendant, Female	236	—	307	354	—	445	482	507
Diagnostic and Treatment Services								
8. Diagnostic - Radiological Technician, Male	295	—	436	442	484	514	576	746
9. Diagnostic - Radiological Technician, Female	263	309	394	428	429	477	542	854
10. Medical - Laboratory Technician, Male	—	—	—	271	244	308	369	821
11. Medical - Laboratory Technician, Female	—	189	228	243	261	284	356	—
12. Medical - Laboratory Technologist, Male	—	—	425	—	437	—	—	—
13. Medical - Laboratory Technologist, Female	—	333	382	405	432	475	520	525
14. Morgue Man	—	—	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services								
16. Chambermaid	135	159	187	207	219	233	291	305
17. Cook, Institution, Male	262	313	347	359	375	395	478	482
18. Cook, Institution, Female	195	220	253	285	284	305	404	427
19. Cook Helper, Male	—	266	269	298	317	320	413	456
20. Cook Helper, Female	—	206	208	237	258	268	359	419
21. Laundryman, Heavy Duties	216	231	265	290	298	312	372	375
22. Laundrywoman, Light Duties	143	170	191	212	220	232	295	347
23. Seamstress, Linen Room	—	186	205	220	229	243	299	353
Maintenance and Service								
24. Boiler Operator	—	279	309	372	390	399	—	—
25. Carpenter, Maintenance	—	355	370	399	410	429	510	547
26. Electrical Repairman	—	366	391	425	431	463	543	554
27. Labourer, Non-Production	—	—	218	248	296	272	335	415
28. Stationary Engineer, 1st class	—	—	517	531	584	—	564	428
29. Stationary Engineer, 2nd class	—	—	—	449	465	485	476	481
30. Stationary Engineer, 3rd class	—	348	389	423	429	451	528	—
31. Stationary Engineer, 4th class	—	329	324	375	400	410	497	640
32. Truck Driver, Light and Heavy	—	302	300	313	346	350	394	580
Standard Hours per Week								
24. Boiler Operator	—	—	40.0	39.4	39.2	39.3	38.2	37.6
25. Carpenter, Maintenance	—	—	—	—	—	—	—	—
26. Electrical Repairman	—	—	—	—	—	—	—	—
27. Labourer, Non-Production	—	—	—	—	—	—	—	—
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	—	—	—	—	—	—	—
31. Stationary Engineer, 4th class	—	—	—	—	—	—	—	—
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 5(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NEW BRUNSWICK, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975			
Nursing Services													
1. Nurse Aide	3.4	9.1	16.2	0.4	12.5	34.5	-0.6	7.7	10.7	32.8	13.1	246.8	203.4
2. Nurse, General Duty	4.8	18.1	5.1	7.4	3.2	13.8	9.0	6.9	9.3	9.2	167.4	121.3	358
3. Nursing Assistant	5.6	12.7	7.5	4.5	4.7	29.7	4.2	8.5	13.5	27.5	12.2	249.5	181.4
4. Orderly, Certified	3.4	16.5	10.5	0.9	15.0	13.1	2.7	9.1	6.9	26.7	11.0	193.4	156.3
5. Orderly, Uncertified	—	19.8	9.0	7.2	8.8	25.1	5.9	4.7	9.2	28.2	12.8	—	408
6. Psychiatric Attendant, Male	—	—	2.9	10.0	3.1	15.9	2.8	12.7	5.1	30.4	—	195.8	415
7. Psychiatric Attendant, Female	—	—	0.0	15.3	—	—	—	—	5.2	29.4	—	155.7	—
	—	—	—	—	—	—	—	—	—	—	—	178.0	—
Diagnostic and Treatment Services													
8. Diagnostic - Radiological Technician, Male	—	27.5	1.2	9.5	6.2	12.1	—	—	11.0	14.5	—	189.5	—
9. Diagnostic - Radiological Technician, Female	4.1	—	8.6	0.2	11.2	13.6	—	—	34.6	—	11.2	206.5	160.8
10. Medical - Laboratory Technician, Male	—	—	—	-10.0	26.2	19.8	—	—	—	—	—	—	497
11. Medical - Laboratory Technician, Female	—	20.6	6.6	7.4	8.8	25.4	12.1	18.8	10.8	18.1	14.1	—	—
12. Medical - Laboratory Technologist, Male	—	—	—	—	—	—	—	—	—	—	—	—	228.0
13. Medical - Laboratory Technologist, Female	—	14.7	6.0	6.7	10.0	9.5	1.0	15.6	12.9	12.3	9.7	—	—
14. Morgue Man	—	—	—	—	—	—	—	—	—	—	—	—	130.9
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services													
16. Chambermaid	4.2	17.6	10.7	5.8	6.4	24.9	4.8	9.2	13.2	36.6	13.9	281.5	223.9
17. Cook, Institution, Male	4.5	10.9	3.5	4.5	5.3	21.0	0.8	7.3	9.9	22.2	9.3	164.9	121.7
18. Cook, Institution, Female	3.1	15.0	12.6	-0.4	7.4	32.5	5.7	6.8	9.4	22.5	12.0	213.3	177.7
19. Cook, Helper, Male	—	—	10.8	6.4	0.9	29.1	1.5	—	—	27.5	9.6	—	391
20. Cook, Helper, Female	—	—	13.9	8.9	3.9	34.0	1.4	3.0	13.1	30.0	11.6	—	341
21. Laundryman, Heavy Duties	1.7	14.7	9.4	2.8	4.7	19.2	4.8	9.5	10.1	27.7	11.2	177.8	167.5
22. Laundrywoman, Light Duties	4.4	12.4	11.0	3.8	5.5	27.2	4.4	12.0	13.3	35.8	13.5	271.3	212.4
23. Seamstress, Linen Room	—	10.2	7.3	4.1	6.1	23.0	3.3	14.2	12.2	34.9	12.4	—	361
	—	—	—	—	—	—	—	—	—	—	—	—	348
Maintenance and Service													
24. Boiler Operator	—	—	10.8	20.4	4.8	—	—	—	7.3	12.6	—	—	—
25. Carpenter, Maintenance	—	—	4.2	7.8	2.8	4.6	18.9	0.0	7.3	18.0	8.3	—	104.8
26. Electrical Repairman	—	—	6.8	8.7	1.4	7.4	17.3	2.0	8.3	18.6	9.0	—	372
27. Labourer, Non-Production	—	13.8	19.4	-8.1	23.2	22.1	1.5	3.1	12.4	33.1	12.7	—	426
28. Stationary Engineer, 1st class	—	2.7	10.0	—	—	—	—	—	—	—	—	—	422
29. Stationary Engineer, 2nd class	—	15.1	3.6	4.3	-1.9	—	—	—	27.0	-7.0	25.9	9.1	—
30. Stationary Engineer, 3rd class	—	11.8	8.7	1.4	5.1	17.1	4.4	4.0	15.4	17.1	9.3	—	465
31. Stationary Engineer, 4th class	—	-1.5	15.7	6.7	2.5	21.2	0.4	11.0	4.7	25.0	9.2	—	426
32. Truck Driver, Light and Heavy	—	4.3	4.3	0.7	10.5	12	12	13.7	12	33.9	8.9	—	396
	—	—	—	—	—	—	—	—	—	—	—	—	350

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1975.

TABLE 6(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: QUEBEC, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	170	258	272	273	275	346	396	461	528	628	628
2. Nurse, General Duty	310	395	444	449	452	541	603	738	853	1,054	1,054
3. Nursing Assistant	216	316	344	345	347	442	484	591	678	804	804
4. Orderly, Certified	247	350	375	378	386	440	486	589	699	781	781
5. Orderly, Uncertified	—	327	349	354	358	403	444	539	610	681	681
6. Psychiatric Attendant, Male	263	342	365	372	397	441	481	571	652	727	727
7. Psychiatric Attendant, Female	172	258	289	316	321	418	456	551	629	701	701
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	358	409	435	444	530	604	740	864	1,018	—	—
9. Diagnostic - Radiological Technician, Female	292	400	423	425	427	505	569	699	818	962	962
10. Medical - Laboratory Technician, Male	—	335	342	345	340	454	545	590	724	850	850
11. Medical - Laboratory Technician, Female	—	277	291	291	300	392	431	633	737	865	865
12. Medical - Laboratory Technologist, Male	—	423	443	435	436	524	603	732	860	1,010	1,010
13. Medical - Laboratory Technologist, Female	—	397	427	426	432	512	576	715	818	960	960
14. Morgue Man	—	377	389	390	398	450	507	618	717	807	807
15. Physiotherapist	—	—	—	—	—	—	—	1,046	1,140	—	—
Dietary and Housekeeping Services											
16. Chambermaid	155	251	268	270	273	341	386	457	552	652	652
17. Cook, Institution, Male	281	381	394	401	408	515	566	631	706	861	861
18. Cook, Institution, Female	178	307	329	335	333	489	516	613	709	864	864
19. Cook, Helper, Male	—	320	335	335	335	392	432	503	596	750	750
20. Cook, Helper, Female	—	255	276	278	281	356	393	471	563	708	708
21. Laundryman, Heavy Duties	239	324	343	346	348	415	457	524	603	703	703
22. Laundrywoman, Light Duties	162	259	274	276	278	345	379	466	563	670	670
23. Seamstress, Linen Room	—	271	287	288	291	362	393	488	568	662	662
Maintenance and Service											
24. Boiler Operator	—	373	—	432	427	449	487	561	736	—	—
25. Carpenter, Maintenance	—	425	443	453	454	506	548	658	770	887	887
26. Electrical Repairman	—	430	452	468	469	547	580	753	884	1,017	1,017
27. Labourer, Non-Production	—	319	335	349	356	408	432	528	597	707	707
28. Stationary Engineer, 1st class	—	522	550	557	575	641	662	821	952	1,089	1,089
29. Stationary Engineer, 2nd class	—	469	499	512	507	571	604	746	862	975	975
30. Stationary Engineer, 3rd class	—	424	450	453	444	516	551	672	766	896	896
31. Stationary Engineer, 4th class	—	390	407	407	406	452	482	580	670	787	787
32. Truck Driver, Light and Heavy	—	332	360	360	401	434	471	574	631	711	711
Standard Hours per Week	—	39.1	37.9	37.6	37.3	37.1	37.1	—	37.0	**	**

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975, provided by the Quebec Department of Social Affairs.

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

NOTE: Data for 1972 not available. Adjustments have been made for cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and for increases in salary scales retroactive to July 1, 1971 and July 1, 1975.

TABLE 6(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: QUÉBEC, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase						Average Annual Rate of Growth 1966-75	Total Percentage Increase 1966-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971			
Nursing Services									
1. Nurse Aide	11.0	5.4	0.4	0.7	25.8	14.5	14.5	18.9	10.4
2. Nurse, General Duty	6.2	12.4	1.1	0.7	19.7	11.5	10.6	23.6	11.5
3. Nursing Assistant	10.0	8.9	0.3	0.6	27.4	9.5	10.5	14.7	10.9
4. Orderly, Certified	9.1	7.1	0.8	2.1	14.0	10.5	10.1	18.7	11.7
5. Orderly, Uncertified	—	6.7	1.4	1.1	12.6	10.2	10.2	13.2	11.6
6. Psychiatric Attendant, Male	6.8	6.7	1.9	6.7	11.1	9.1	9.0	14.2	8.5
7. Psychiatric Attendant, Female	12.0	9.3	1.6	30.2	9.1	9.9	14.2	11.4	11.7
10.7	30.6	—	—	—	—	—	—	307.6	171.7
Diagnostic and Treatment Services									
8. Diagnostic - Radiological Technician, Male	3.4	6.4	0.0	2.1	19.4	14.0	10.7	16.8	10.7
9. Diagnostic - Radiological Technician, Female	8.2	5.8	0.5	0.5	18.3	12.7	10.8	17.6	10.2
10. Medical - Laboratory Technician, Male	—	2.1	0.9	-1.4	17.1	14.1	14.0	22.7	17.4
11. Medical - Laboratory Technician, Female	—	5.1	0.0	3.1	30.7	9.9	21.2	16.4	13.5
12. Medical - Laboratory Technologist, Male	—	4.7	-1.8	0.2	20.2	15.1	10.2	17.5	17.4
13. Medical - Laboratory Technologist, Female	—	7.6	-0.2	1.4	18.5	12.5	11.4	14.4	10.2
14. Morgue Man	—	3.2	0.3	2.1	13.1	12.7	10.6	16.0	12.6
15. Physiotherapist	—	—	—	—	—	—	—	25.6	9.0
—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services									
16. Chambermaid	12.8	6.8	0.7	1.1	24.9	13.2	8.8	20.8	18.1
17. Cook, Institution, Male	7.9	3.4	1.8	1.7	26.2	9.9	5.6	11.9	22.0
18. Cook, Institution, Female	14.6	7.2	1.8	-0.6	46.8	5.5	9.0	15.7	21.9
19. Cook, Helper, Male	—	4.7	0.0	0.0	17.0	10.2	7.9	18.5	25.8
20. Cook, Helper, Female	—	8.2	0.7	1.1	26.7	10.4	9.5	19.5	16.6
21. Laundrywoman, Heavy Duties	7.9	5.9	0.9	0.6	19.3	10.1	7.1	15.1	19.0
22. Laundrywoman, Light Duties	12.4	5.8	0.7	0.7	24.1	9.9	10.9	20.8	19.0
23. Seamstress, Linen Room	—	5.9	0.3	1.0	24.4	8.6	11.4	16.4	16.5
—	—	—	—	—	—	—	—	—	—
Maintenance and Service									
24. Boiler Operator	—	—	-1.2	5.2	8.5	7.3	31.2	—	—
25. Carpenter, Maintenance	—	4.2	2.3	0.2	11.5	8.3	9.6	17.0	15.2
26. Electrical Repairman	—	5.1	3.5	0.2	16.6	6.0	13.9	17.4	15.0
27. Labourer, Non-Production	—	—	4.2	2.0	14.6	5.9	10.6	13.1	18.4
28. Stationary Engineer, 1st class	—	5.4	1.3	3.2	11.5	3.3	11.4	16.0	14.4
29. Stationary Engineer, 2nd class	—	6.4	2.6	-1.0	12.6	5.8	11.1	15.5	13.1
30. Stationary Engineer, 3rd class	—	6.1	0.7	-2.0	16.2	6.8	10.4	14.0	17.0
31. Stationary Engineer, 4th class	—	4.4	0.0	-0.2	11.3	6.6	9.7	15.5	8.1
32. Truck Driver, Light and Heavy	—	8.4	0.0	11.4	8.2	8.5	10.4	9.9	12.7
—	—	—	—	—	—	—	—	—	—

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wages Rates, Salaries and Hours of Labour* 1962-1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975, provided by the Québec Department of Social Affairs.

TABLE 7(a)* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: ONTARIO, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵							\$
	1962	1966	1967	1968	1969	1970	1971	
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	184	231	256	284	310	338	371	544
2. Nurse, General Duty	317	397	430	514	560	650	699	705
3. Nursing Assistant	223	275	306	339	370	401	441	1,106
4. Orderly, Certified	245	306	331	364	397	429	470	796
5. Orderly, Uncertified	—	274	302	335	363	403	428	807
6. Psychiatric Attendant, Male	294	358	414	451	480	500	547	788
7. Psychiatric Attendant, Female	258	319	385	428	468	499	547	846
8. Diagnostic and Treatment Services	401	446	478	517	548	612	656	852
9. Diagnostic - Radiological Technician, Male	354	398	434	470	514	554	648	1,147
10. Diagnostic - Radiological Technician, Female	299	358	391	430	429	429	484	867
11. Medical - Laboratory Technician, Male	—	291	312	350	380	401	438	867
12. Medical - Laboratory Technician, Female	—	257	283	314	360	390	401	867
13. Medical - Laboratory Technologist, Male	—	401	427	476	513	549	609	885
14. Medical - Laboratory Technologist, Female	—	361	404	448	487	526	569	885
15. Morgue Man	—	310	344	379	418	441	486	885
16. Physiotherapist	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services								
17. Chambermaid	178	226	255	282	303	327	360	391
18. Cook, Institution, Male	281	352	388	429	455	480	528	560
19. Cook, Institution, Female	204	281	303	335	364	386	430	474
20. Cook, Helper, Male	—	281	329	364	385	388	460	507
21. Cook, Helper, Female	—	234	263	294	323	346	386	477
22. Laundryman, Heavy Duties	240	289	318	349	388	408	449	507
23. Seamstress, Linen Room	180	227	255	280	309	327	365	416
24. Laundrywoman, Light Duties	—	236	271	293	320	343	378	450
25. Chambermaid	—	—	—	—	—	—	—	—
Maintenance and Service								
26. Boiler Operator	—	343	366	423	449	505	599	690
27. Carpenter, Maintenance	—	412	440	486	520	553	618	769
28. Electrical Repairman	—	441	473	524	569	611	671	815
29. Labourer, Non-Production	—	278	314	352	380	411	444	885
30. Stationary Engineer, 1st class	—	602	643	785	743	811	862	640
31. Stationary Engineer, 2nd class	—	542	567	619	650	729	746	756
32. Stationary Engineer, 3rd class	—	448	478	521	559	606	661	752
33. Stationary Engineer, 4th class	—	379	410	447	475	531	580	856
34. Truck Driver, Light and Heavy	—	354	371	416	444	471	519	649
Standard Hours per Week	—	39.8	39.8	39.8	39.7	39.5	39.4	39.2

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 7(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: ONTARIO AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase							Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972			
Nursing Services										
1. Nurse Aide	5.9	10.8	10.9	9.2	9.0	9.8	7.3	10.1	24.2	29.6
2. Nurse, General Duty	5.8	8.3	11.6	7.1	8.9	8.2	7.3	29.9	21.8	248.9
3. Nursing Assistant	5.4	11.3	10.8	9.1	8.4	10.0	9.1	21.6	12.1	257.0
4. Orderly, Certified	5.7	8.2	10.0	9.1	8.1	9.6	7.9	16.6	24.9	11.4
5. Orderly, Uncertified	—	10.2	10.9	8.4	11.0	6.2	7.9	14.7	26.3	12.5
6. Psychiatric Attendant, Male	5.0	15.6	8.9	6.4	4.2	9.4	5.9	7.1	11.0	23.0
7. Psychiatric Attendant, Female	5.4	20.7	11.2	9.3	6.6	9.6	5.7	7.8	12.4	21.7
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	3.2	11.2	7.2	8.2	6.0	11.7	7.2	9.1	21.1	21.8
9. Diagnostic - Radiological Technician, Female	4.6	9.2	11.0	8.3	9.4	7.8	7.6	8.7	30.1	21.1
10. Medical - Laboratory Technician, Male	—	7.2	12.2	8.6	12.9	0.0	12.8	30.2	31.9	11.2
11. Medical - Laboratory Technician, Female	—	10.1	11.0	14.7	8.3	2.8	9.2	24.4	35.6	8.8
12. Medical - Laboratory Technologist, Male	—	6.5	11.5	7.8	7.0	10.9	6.7	6.2	25.9	20.5
13. Medical - Laboratory Technologist, Female	—	11.9	10.9	8.7	8.0	8.2	7.7	7.5	29.1	21.0
14. Morgue Man	—	11.0	10.2	10.3	5.5	10.2	8.8	8.5	21.4	22.4
15. Physiotherapist	—	—	—	—	—	—	—	—	25.2	17.0
Dietary and Housekeeping Services										
16. Chambermaid	6.2	12.8	10.6	7.4	7.9	10.1	8.6	10.7	22.9	26.5
17. Cook, Institution, Male	5.8	10.2	10.6	6.1	5.5	10.0	6.1	6.6	12.9	10.2
18. Cook, Institution, Female	8.3	7.8	10.6	8.7	6.0	11.4	9.8	7.4	21.5	23.2
19. Cook, Helper, Male	—	17.1	10.6	5.8	0.8	18.6	3.7	6.3	20.3	28.4
20. Cook, Helper, Female	—	12.4	11.8	10.0	7.1	11.6	7.8	3.6	25.1	12.1
21. Laundrywoman, Heavy Duties	4.8	10.0	9.7	11.2	5.2	10.0	10.0	8.5	17.1	28.9
22. Laundrywoman, Light Duties	6.0	12.3	9.8	10.4	5.8	11.6	7.9	6.9	24.0	11.5
23. Seamstress, Linen Room	—	14.8	8.1	9.2	7.2	10.2	8.5	9.8	20.9	26.8
Maintenance and Service										
24. Boiler Operator	—	—	6.7	15.6	6.1	12.5	18.6	2.3	12.6	11.4
25. Carpenter, Maintenance	—	—	6.8	10.5	7.0	6.3	11.8	7.0	15.3	20.0
26. Electrical Repairman	—	—	7.3	10.8	8.6	7.4	9.8	6.6	5.7	17.1
27. Labourer, Non-Production	—	—	13.0	12.1	8.0	8.2	8.0	9.9	9.6	19.6
28. Stationary Engineer, 1st class	—	—	6.8	22.1	5.4	9.2	6.3	11.3	6.5	20.0
29. Stationary Engineer, 2nd class	—	—	4.6	9.2	5.0	12.2	2.3	7.1	6.3	13.2
30. Stationary Engineer, 3rd class	—	—	6.7	9.0	7.3	8.4	9.1	7.4	5.9	13.8
31. Stationary Engineer, 4th class	—	—	8.2	9.0	6.3	11.8	9.2	5.7	5.9	20.4
32. Truck Driver, Light and Heavy	—	—	4.8	17.5	6.7	6.1	10.2	6.0	18.5	20.2

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1975.

TABLE 8(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: MANITOBA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	165	197	213	239	262	282	317	348	390	469	592
2. Nurse, General Duty	307	378	401	452	485	536	583	621	648	731	995
3. Nursing Assistant	227	270	287	315	343	375	395	430	472	539	755
4. Orderly, Certified	266	303	326	357	404	422	470	499	543	609	714
5. Orderly, Uncertified	—	284	301	—	346	350	407	432	439	503	711
6. Psychiatric Attendant, Male	—	—	—	—	432	445	506	532	596	576	—
7. Psychiatric Attendant, Female	—	—	—	326	363	492	532	—	568	568	—
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	333	407	408	433	484	515	568	600	679	724	903
9. Diagnostic - Radiological Technician, Female	289	353	372	399	459	498	533	592	627	714	844
10. Medical - Laboratory Technician, Male	—	—	—	386	—	429	—	447	656	—	—
11. Medical - Laboratory Technician, Female	—	220	239	288	—	425	—	454	585	623	800
12. Medical - Laboratory Technologist, Male	—	351	394	—	498	554	583	607	709	821	983
13. Medical - Laboratory Technologist, Female	—	340	371	417	456	500	537	604	648	762	960
14. Morgue Man	—	—	—	385	412	457	479	514	540	—	852
15. Physiotherapist	—	—	—	—	—	—	—	723	—	—	—
Dietary and Housekeeping Services											
16. Chambermaid	154	194	202	228	257	281	307	332	373	449	555
17. Cook, Institution, Male	281	330	352	402	443	438	495	532	584	625	743
18. Cook, Institution, Female	205	255	283	333	357	365	407	437	459	508	672
19. Cook, Helper, Male	—	251	—	340	299	336	403	411	439	559	640
20. Cook, Helper, Female	—	198	235	264	286	301	339	343	379	443	572
21. Laundryman, Heavy Duties	246	301	311	346	380	405	451	477	514	597	690
22. Laundrywoman, Light Duties	165	197	213	236	265	285	313	340	377	462	576
23. Seamstress, Linen Room	—	211	223	254	259	314	333	362	403	477	603
Maintenance and Service											
24. Boiler Operator	—	354	365	—	479	456	514	554	—	—	—
25. Carpenter, Maintenance	—	410	434	467	501	524	600	614	679	824	921
26. Electrical Repairman	—	460	479	526	605	644	700	724	805	940	1,072
27. Labourer, Non-Production	—	247	301	337	358	400	433	496	472	623	—
28. Stationary Engineer, 1st class	—	614	633	690	778	780	902	906	1,035	1,096	1,290
29. Stationary Engineer, 2nd class	—	493	524	572	621	664	729	803	832	992	1,151
30. Stationary Engineer, 3rd class	—	405	439	494	515	579	645	652	683	812	968
31. Stationary Engineer, 4th class	—	367	370	391	430	468	510	554	626	674	868
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	525	—	—
Standard Hours per Week	—	—	39.9	39.9	39.9	39.9	39.3	39.8	39.6	39.6	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 8(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: MANITOBA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75		
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975					
Nursing Services															
1. Nurse Aide	4.5	8.1	12.2	9.6	7.6	12.4	9.8	12.1	20.3	26.2	13.0	258.8	200.5		
2. Nurse, General Duty	5.3	6.1	12.7	7.3	10.5	8.8	6.5	4.3	36.1	11.4	224.1	163.2	395		
3. Nursing Assistant	4.4	6.3	9.8	8.9	9.3	5.3	8.9	9.8	14.2	40.1	12.1	232.6	179.6	617	
4. Orderly, Certified	3.3	7.3	9.8	13.2	4.5	11.4	6.2	8.8	12.2	17.2	10.0	168.4	135.6	485	
5. Orderly, Uncertified	—	6.0	—	—	1.2	16.3	6.1	1.6	14.6	41.4	10.7	—	150.4	411	
6. Psychiatric Attendant, Male	—	—	—	—	3.0	—	—	17.8	-3.4	—	—	—	—	427	
7. Psychiatric Attendant, Female	—	—	—	—	11.3	35.5	8.1	—	—	—	—	—	—	—	
Diagnostic and Treatment Services															
8. Diagnostic - Radiological Technician, Male	5.1	0.2	6.1	11.8	6.4	10.3	5.6	13.2	6.6	24.7	9.3	171.2	121.9	496	
9. Diagnostic - Radiological Technician, Female	5.1	5.4	7.3	15.0	8.5	7.0	11.1	5.9	13.9	18.2	10.2	192.0	139.1	491	
10. Medical - Laboratory Technician, Male	—	—	—	—	—	—	—	46.8	—	—	—	—	—	—	
11. Medical - Laboratory Technician, Female	—	8.6	20.5	—	—	—	—	28.9	6.5	28.4	15.4	—	—	—	
12. Medical - Laboratory Technologist, Male	—	12.3	—	—	11.2	5.2	4.1	16.8	15.8	19.7	12.1	—	263.6	580	
13. Medical - Laboratory Technologist, Female	—	9.1	12.4	9.4	9.6	7.4	12.5	7.3	17.6	26.0	12.2	—	180.5	632	
14. Morgue Man	—	—	—	—	7.0	10.9	4.8	7.3	5.1	—	—	—	182.4	620	
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Dietary and Housekeeping Services															
16. Chambermaid	5.9	4.1	12.9	12.7	9.3	9.3	8.1	12.3	20.4	23.6	12.4	260.4	186.1	361	
17. Cook, Institution, Male	4.1	6.7	14.2	10.2	-1.1	13.0	7.5	9.8	7.0	18.9	9.4	164.4	125.2	413	
18. Cook, Institution, Female	5.6	11.0	17.7	7.2	2.2	11.5	7.4	5.0	10.7	32.3	11.4	227.8	163.5	417	
19. Cook, Helper, Male	—	—	—	-12.1	12.4	19.9	2.0	6.8	27.3	14.5	11.0	—	155.0	389	
20. Cook, Helper, Female	—	18.7	12.3	—	8.3	5.2	12.6	1.2	10.5	16.9	29.1	12.5	—	188.9	374
21. Laundryman, Heavy Duties	5.2	3.3	11.3	9.8	6.6	11.4	5.8	7.8	16.1	15.6	9.7	180.5	129.2	389	
22. Laundrywoman, Light Duties	4.5	8.1	10.8	12.3	7.5	21.2	6.1	8.6	10.9	22.5	12.7	249.1	192.4	379	
23. Seamstress, Linen Room	—	5.7	13.9	2.0	—	—	8.7	11.3	18.4	26.4	12.4	—	185.8	392	
Maintenance and Service															
24. Boiler Operator	—	3.1	—	—	-4.8	12.7	7.8	—	—	—	—	—	—	—	
25. Carpenter, Maintenance	—	5.9	7.6	7.3	—	4.6	2.3	10.6	21.4	11.8	9.4	—	—	—	
26. Electrical Repairman	—	4.1	9.8	15.0	6.4	8.7	3.4	11.2	16.8	14.0	9.9	—	—	—	
27. Labourer, Non-Production	—	21.9	12.0	6.2	11.7	8.3	14.5	-4.8	32.0	—	—	—	—	—	
28. Stationary Engineer, 1st class	—	3.1	9.0	12.8	0.3	15.6	0.4	14.2	5.9	17.7	8.6	—	110.1	676	
29. Stationary Engineer, 2nd class	—	6.3	9.2	8.6	6.9	10.2	3.6	19.2	16.0	9.9	9.9	—	133.5	658	
30. Stationary Engineer, 3rd class	—	8.4	12.5	4.3	12.4	11.4	1.1	4.8	18.9	19.2	10.2	—	139.0	563	
31. Stationary Engineer, 4th class	—	0.8	5.7	10.0	8.8	9.0	8.6	13.0	7.7	28.8	10.0	—	136.5	501	
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	—	—	—	—	—	—	

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

**TABLE 9(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: SASKATCHEWAN, AS AT OCTOBER 1, 1962 TO 1975⁴**

Occupation	Average Monthly Rate ⁵									
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	203	224	239	262	283	325	328	368	420	502
2. Nurse, General Duty	314	385	414	451	485	530	563	589	629	571
3. Nursing Assistant	214	258	282	301	328	363	378	425	502	870
4. Orderly, Certified	265	—	316	341	367	394	428	446	536	597
5. Orderly, Unidentified	—	285	289	320	345	382	385	404	516	785
6. Psychiatric Attendant, Male	—	—	434	436	—	—	374	396	407	718
7. Psychiatric Attendant, Female	—	—	350	339	340	—	329	385	403	662
										676
										—
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	320	375	419	448	477	527	570	586	671	942
9. Diagnostic - Radiological Technician, Female	298	340	361	399	421	465	487	527	616	801
10. Medical - Laboratory Technician, Male	—	288	334	336	344	—	427	432	563	746
11. Medical - Laboratory Technician, Female	—	243	255	276	295	314	346	382	477	—
12. Medical - Laboratory Technologist, Male	—	—	373	406	464	514	508	580	590	855
13. Medical - Laboratory Technologist, Female	—	—	355	382	417	451	485	517	547	622
14. Morgue, Man	—	—	330	357	381	419	459	494	507	842
15. Physiotherapist	—	—	—	—	—	—	—	—	—	738
										738
										738
Dietary and Housekeeping Services										
16. Chambermaid	181	219	235	252	268	291	311	352	410	485
17. Cook, Institution, Male	293	340	379	396	409	456	482	512	573	550
18. Cook, Institution, Female	205	262	279	291	319	345	341	411	488	680
19. Cook, Helper, Male	—	259	309	344	346	359	402	436	565	771
20. Cook, Helper, Female	—	225	246	266	270	302	305	350	432	653
21. Laundryman, Heavy Duties	254	295	322	338	357	384	397	452	521	648
22. Laundrywoman, Light Duties	196	231	248	263	279	305	312	361	413	502
23. Seamstress, Linen Room	—	246	265	278	296	321	330	375	406	545
									490	505
									505	581
Maintenance and Service										
24. Boiler Operator	—	314	350	381	392	448	462	489	533	759
25. Carpenter, Maintenance	—	381	425	456	496	560	567	629	690	833
26. Electrical Repairman	—	—	463	503	539	619	673	700	835	914
27. Labourer, Non-Production	—	284	302	321	354	377	411	462	523	964
28. Stationary Engineer, 1st class	—	473	548	589	619	650	676	735	807	1,107
29. Stationary Engineer, 2nd class	—	470	496	555	600	640	676	735	817	600
30. Stationary Engineer, 3rd class	—	392	411	428	480	522	546	579	700	919
31. Stationary Engineer, 4th class	—	348	362	385	404	448	458	558	614	957
32. Truck Driver, Light and Heavy	—	—	348	393	402	—	446	508	528	823
		40.0	40.0	40.0	40.0	40.0	39.9	39.9	39.9	766
										661
Standard Hours per Week	—									**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 9(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³ SASKATCHEWAN, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975			
Nursing Services													
1. Nurse, Aide	2.5	6.7	9.6	8.0	14.8	0.9	12.2	14.1	19.5	13.7	11.0	181.3	154.9
2. Nurse, General Duty	5.2	7.5	8.9	7.5	9.3	6.2	4.6	6.8	21.8	13.6	9.5	177.1	126.0
3. Nursing Assistant	4.8	9.3	6.7	9.0	10.7	4.1	12.4	18.1	18.9	15.6	11.6	222.4	485
4. Orderly, Certified	4.5	7.9	7.6	7.4	8.6	4.2	9.6	9.6	26.7	10.6	10.6	196.2	432
5. Orderly, Uncertified	—	1.4	10.7	7.8	10.7	0.8	4.9	27.7	21.7	14.3	10.8	148.4	469
6. Psychiatric Attendant, Male	—	—	0.5	—	—	—	5.9	2.8	—	—	—	151.9	433
7. Psychiatric Attendant, Female	—	—	—	0.3	—	—	17.0	4.7	68.7	—0.6	—	—	—
Diagnostic and Treatment Services													
8. Diagnostic - Radiological Technician, Male	4.0	11.7	6.9	6.5	10.5	8.2	2.8	14.5	19.4	17.6	10.8	194.4	151.2
9. Diagnostic - Radiological Technician, Female	3.4	6.2	10.5	5.5	10.5	4.7	8.2	16.9	21.1	15.1	10.8	188.3	152.6
10. Medical - Laboratory Technician, Male	—	16.0	0.6	2.4	—	—	1.2	30.3	—	—	—	—	—
11. Medical - Laboratory Technician, Female	—	4.9	8.2	6.9	6.4	10.2	10.4	24.9	30.4	37.5	15.0	—	—
12. Medical - Laboratory Technologist, Male	—	8.8	14.3	10.8	—1.2	14.2	1.7	25.1	14.1	14.6	11.1	—	—
13. Medical - Laboratory Technologist, Female	—	7.6	9.2	8.2	7.5	6.6	5.8	15.9	18.6	18.0	10.7	—	—
14. Morgue Man	—	8.2	6.7	10.0	9.5	7.6	1.6	14.7	25.5	4.8	9.7	129.7	428
15. Physiotherapist	—	—	—	—	—	—	—	—	—	12.1	—	—	—
Dietary and Housekeeping Services													
16. Chambermaid	4.9	7.3	7.2	6.3	8.6	6.9	13.2	16.5	18.3	13.4	10.8	203.9	151.1
17. Cook, Institution, Male	3.8	11.5	4.5	3.3	11.5	5.7	6.2	11.9	18.7	13.4	9.5	163.1	116.8
18. Cook, Institution, Female	6.3	6.5	4.3	9.6	8.2	—1.2	20.5	18.7	15.8	15.6	10.7	218.5	391
19. Cook, Helper, Male	—	19.3	11.3	0.6	3.8	12.0	8.5	—0.9	20.6	24.4	10.7	—	—
20. Cook, Helper, Female	—	9.3	8.1	1.5	11.9	1.0	14.8	18.0	21.6	13.7	10.9	—	346
21. Laundryman, Heavy Duties	3.8	9.2	5.0	5.6	7.6	3.4	13.9	11.5	8.1	—	—	—	—
22. Laundrywoman, Light Duties	4.2	7.4	6.0	6.1	2.3	2.3	15.7	20.7	—	—	—	—	—
23. Seamstress, Linen Room	—	7.7	4.9	6.5	8.4	2.8	13.6	12.3	20.0	15.1	10.0	—	335
Maintenance and Service													
24. Boiler Operator	—	11.5	8.9	2.9	14.3	3.1	5.8	9.0	25.9	13.1	10.3	—	445
25. Carpenter, Maintenance	—	11.5	7.3	8.8	12.9	1.3	10.9	9.7	20.7	9.7	10.2	—	533
26. Electrical Repairman	—	8.6	7.2	14.8	8.7	4.0	8.0	10.4	15.4	14.8	10.2	—	644
27. Labourer, Non-Production	—	6.3	6.3	10.3	6.5	9.0	12.4	13.2	14.7	18.5	10.7	—	427
28. Stationary Engineer, 1st class	—	15.9	7.5	5.1	5.0	8.8	14.1	5.3	8.1	18.1	9.7	—	612
29. Stationary Engineer, 2nd class	—	5.5	11.9	8.1	6.7	5.6	8.7	11.2	14.2	16.3	9.7	—	615
30. Stationary Engineer, 3rd class	—	4.8	4.1	12.1	8.8	4.6	6.0	20.9	16.0	17.9	10.4	—	144.1
31. Stationary Engineer, 4th class	—	4.0	6.4	4.9	10.9	2.2	21.8	10.0	19.1	12.6	10.0	—	565
32. Truck Driver, Light and Heavy	—	—	12.9	2.3	—	—	—	13.9	3.9	25.2	15.9	—	475

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour* 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 10(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: ALBERTA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services											
1. Nurse Aide	\$ 178	222	240	259	\$ 301	\$ 332	\$ 357	\$ 386	\$ 410	\$ 482	\$ 727
2. Nurse, General Duty	311	387	413	446	503	545	585	618	664	757	989
3. Nursing Assistant	213	258	278	317	353	375	399	434	479	534	777
4. Orderly, Certified	260	343	379	394	443	471	507	548	597	669	833
5. Orderly, Uncertified	—	298	303	321	380	380	438	481	505	579	770
6. Psychiatric Attendant, Male	289	448	—	343	384	408	431	459	499	566	932
7. Psychiatric Attendant, Female	—	—	251	268	293	319	335	319	399	557	—
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	353	386	422	461	505	531	571	626	661	730	977
9. Diagnostic - Radiological Technician, Female	284	344	393	416	470	517	541	562	592	702	958
10. Medical - Laboratory Technician, Male	—	260	—	403	471	408	—	444	660	698	773
11. Medical - Laboratory Technician, Female	—	234	269	293	319	351	389	429	492	597	792
12. Medical - Laboratory Technologist, Male	—	389	404	453	511	565	579	603	666	761	988
13. Medical - Laboratory Technologist, Female	—	363	404	432	476	538	563	576	616	721	959
14. Morgue, Man	—	351	383	457	478	519	536	544	601	674	882
15. Physiotherapist	—	—	—	—	—	—	—	—	674	767	939
Dietary and Housekeeping Services											
16. Chambermaid	173	211	237	254	290	315	344	377	413	478	671
17. Cook, Institution, Male	292	375	385	396	456	483	520	552	595	642	969
18. Cook, Institution, Female	211	270	298	307	363	385	417	446	471	537	832
19. Cook, Helper, Male	—	265	278	281	340	348	405	403	456	497	672
20. Cook, Helper, Female	—	211	239	263	301	337	354	382	412	474	680
21. Laundryman, Heavy Duties	266	313	320	345	388	427	455	486	510	580	763
22. Laundrywoman, Light Duties	179	216	243	261	307	336	362	388	418	495	685
23. Seamstress, Linen Room	—	234	256	279	316	343	367	393	439	503	729
Maintenance and Service											
24. Boiler Operator	—	337	357	387	423	483	500	512	561	654	909
25. Carpenter, Maintenance	—	420	466	482	582	618	707	743	758	812	1,130
26. Electrical Repairman	—	474	529	556	669	767	829	903	994	1,092	1,425
27. Labourer, Non-Production	—	287	317	328	352	449	440	488	511	630	773
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	700	—	—	1,347
29. Stationary Engineer, 2nd class	—	567	601	652	749	802	826	869	904	1,087	1,243
30. Stationary Engineer, 3rd class	—	436	459	492	574	633	662	683	771	846	1,133
31. Stationary Engineer, 4th class	—	380	406	428	478	588	504	582	645	725	1,034
32. Truck Driver, Light and Heavy	—	354	371	397	464	530	576	651	651	725	793
Standard Hours per Week	—	—	39.9	40.0	40.0	40.0	39.7	39.8	39.2	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1962, 1966-1973*; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 10(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: ALBERTA, AS AT OCTOBER 1, 1962 TO 1975⁵

Occupation	Annual Percentage Increase							Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972			
Nursing Services										
1. Nurse Aide	5.7	18.1	7.9	16.2	10.3	7.5	8.1	6.2	17.6	50.8
2. Nurse, General Duty	5.6	6.7	8.0	12.8	8.3	6.2	7.4	14.0	30.6	11.0
3. Nursing Assistant	4.9	7.8	14.0	11.4	6.2	6.4	8.8	10.4	11.5	45.5
4. Orderly, Certified	7.2	10.5	4.0	12.4	6.3	7.6	8.1	8.9	12.1	13.0
5. Orderly, Uncertified	—	1.7	5.9	18.4	0.0	15.3	9.8	5.0	14.7	24.5
6. Psychiatric Attendant, Male	11.6	—	—	12.0	6.3	5.6	6.5	8.7	13.4	33.0
7. Psychiatric Attendant, Female	—	—	6.8	9.3	8.9	5.0	19.1	15.3	64.7	8.5
								21.1	222.5	108.0
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	2.3	9.3	9.2	9.5	5.1	7.5	9.6	5.6	10.4	33.8
9. Diagnostic - Radiological Technician, Female	4.9	14.2	5.9	13.0	10.0	4.6	3.9	5.3	18.6	36.5
10. Medical - Laboratory Technician, Male	—	—	—	16.9	—	13.4	—	48.6	5.8	10.7
11. Medical - Laboratory Technician, Female	15.0	—	8.9	8.9	10.0	—	10.3	14.7	21.3	32.7
12. Medical - Laboratory Technologist, Male	—	3.9	12.1	12.8	10.6	2.5	4.1	10.4	14.3	29.8
13. Medical - Laboratory Technologist, Female	—	11.3	6.9	10.2	13.0	4.6	2.3	6.9	17.0	33.0
14. Morgue Man	9.1	19.3	4.6	8.6	3.3	1.5	—	10.5	12.1	30.9
15. Physiotherapist	—	—	—	—	—	—	—	—	22.4	10.8
								13.8	—	—
Dietary and Housekeeping Services										
16. Chambermaid	5.1	12.3	7.2	14.2	8.6	5.9	9.2	9.6	15.7	40.4
17. Cook, Institution, Male	6.5	2.7	2.9	15.2	6.1	8.1	7.7	6.2	9.7	50.9
18. Cook, Institution, Female	6.4	10.4	3.0	18.2	2.4	16.4	—	5.6	14.0	54.9
19. Cook, Helper, Male	—	4.9	1.1	21.0	12.0	5.0	—	0.5	13.2	35.2
20. Cook, Helper, Female	—	13.3	10.0	14.4	10.1	6.6	7.9	7.9	15.0	43.5
21. Laundryman, Heavy Duties	4.2	2.2	7.8	12.5	10.6	9.4	7.7	7.2	13.7	31.6
22. Laundrywoman, Light Duties	4.8	12.5	7.4	17.6	9.4	7.7	7.2	7.7	18.4	38.4
23. Seamstress, Linen Room	—	9.4	9.0	13.3	8.5	7.0	7.1	11.7	14.6	44.9
								13.8	—	13.5
Maintenance and Service										
24. Boiler Operator	—	5.9	8.4	9.3	14.2	3.5	2.4	9.6	16.6	39.0
25. Carpenter, Maintenance	—	11.0	3.4	20.7	6.2	14.4	5.1	2.0	7.1	39.2
26. Electrical Repairman	—	11.6	5.1	20.3	14.6	8.1	8.9	10.1	9.9	30.5
27. Labourer, Non-Production	—	10.5	3.5	7.3	27.6	—	2.0	10.9	4.7	23.3
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	22.7
29. Stationary Engineer, 2nd class	—	6.0	8.5	14.9	7.1	3.0	5.2	4.0	20.2	14.4
30. Stationary Engineer, 3rd class	—	5.3	7.2	16.7	10.3	4.6	3.2	12.9	9.7	33.9
31. Stationary Engineer, 4th class	—	6.8	5.4	11.7	23.0	—	—	28.0	12.4	11.2
32. Truck Driver, Light and Heavy	—	4.8	7.0	16.9	14.2	8.7	1.0	11.9	11.8	9.4
								1.0	—	9.4

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

**TABLE 11(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL
IN REPORTING HOSPITALS³: BRITISH COLUMBIA, AS AT OCTOBER 1, 1962 TO 1975⁴**

Occupation	Average Monthly Rate ⁵							\$	\$
	1962	1966	1967	1968	1969	1970	1971		
Nursing Services									
1. Nurse Aide	\$ 213	\$ 274	\$ 303	\$ 339	\$ 344	\$ 394	\$ 447	\$ 515	\$ 616
2. Nurse, General Duty	333	406	427	521	563	612	660	753	817
3. Nursing Assistant	228	262	306	340	393	445	495	528	1,146
4. Orderly, Certified	305	361	413	443	500	550	583	630	937
5. Orderly, Uncertified	—	291	358	376	453	500	549	609	951
6. Psychiatric Attendant, Male	300	387	430	469	544	586	595	643	957
7. Psychiatric Attendant, Female	254	359	416	427	489	521	561	647	1,071
									1,014
Diagnostic and Treatment Services									
8. Diagnostic - Radiological Technician, Male	341	407	480	524	617	666	703	739	1,012
9. Diagnostic - Radiological Technician, Female	318	379	433	488	555	605	669	749	1,121
10. Medical - Laboratory Technician, Male	—	318	—	416	400	—	503	634	914
11. Medical - Laboratory Technician, Female	—	256	291	324	358	415	441	504	1,156
12. Medical - Laboratory Technologist, Male	—	422	479	534	578	647	703	759	947
13. Medical - Laboratory Technologist, Female	—	387	450	493	545	600	659	704	873
14. Morgue Man	—	378	434	487	522	606	662	715	1,279
15. Physiotherapist	—	—	—	—	—	—	—	—	1,175
									1,057
									1,213
Dietary and Housekeeping Services									
16. Chambermaid	203	235	263	285	320	375	413	446	784
17. Cook, Institution, Male	299	377	437	442	497	553	584	630	846
18. Cook, Institution, Female	235	301	344	391	430	473	537	560	977
19. Cook, Helper, Male	—	358	386	434	472	520	513	571	889
20. Cook, Helper, Female	—	260	295	327	362	422	467	502	739
21. Laundrywoman, Heavy Duties	302	368	418	463	502	525	600	648	897
22. Laundrywoman, Light Duties	209	247	281	309	339	372	434	513	807
23. Seamstress, Linen Room	—	266	292	321	359	387	447	544	950
									790
Maintenance and Service									
24. Boiler Operator	—	406	484	474	539	580	690	708	—
25. Carpenter, Maintenance	—	477	526	577	653	701	774	845	1,035
26. Electrical Repairman	—	517	588	645	749	772	869	905	1,259
27. Labourer, Non-Production	—	356	424	469	496	542	578	629	1,395
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	963
29. Stationary Engineer, 2nd class	—	553	621	628	669	772	761	845	—
30. Stationary Engineer, 3rd class	—	517	574	612	667	703	761	827	1,471
31. Stationary Engineer, 4th class	—	465	512	555	600	637	721	753	1,294
32. Truck Driver, Light and Heavy	—	391	455	463	518	549	571	637	1,193
		—	39.9	39.9	40.0	39.0	38.0	38.1	968
		—	39.9	39.9	40.0	39.0	38.0	37.6	—
		—	39.9	39.9	40.0	39.0	38.0	37.6	**
		—	39.9	39.9	40.0	39.0	38.0	37.6	**
		—	39.9	39.9	40.0	39.0	38.0	37.6	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 11(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: BRITISH COLUMBIA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase									Average Annual Rate of Growth 1966-75	Total Percentage Increase 1962-75	Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974			
Nursing Services												
1. Nurse Aide	6.5	10.6	11.9	1.5	14.5	13.5	6.7	8.0	39.0	14.1	12.9	283.6
2. Nurse, General Duty	5.1	5.2	22.0	8.1	8.7	7.8	7.6	6.1	26.3	20.5	12.2	198.2
3. Nursing Assistant	3.5	16.8	11.1	15.6	13.2	11.2	6.7	7.2	32.9	24.6	15.2	182.3
4. Orderly, Certified	4.3	14.4	7.3	12.9	10.0	6.0	8.1	5.1	23.4	16.4	11.4	244.1
5. Orderly, Uncertified	—	23.0	5.0	20.5	10.4	9.8	10.9	5.7	10.2	34.8	14.1	211.8
6. Psychiatric Attendant, Male	6.6	11.1	9.1	16.0	0.4	7.3	1.5	8.1	37.2	21.4	12.0	228.9
7. Psychiatric Attendant, Female	9.0	15.9	2.6	14.5	6.5	7.7	5.9	8.9	24.3	26.1	12.2	228.9
Diagnostic and Treatment Services												
8. Diagnostic - Radiological Technician, Male	4.5	17.9	9.2	17.7	7.9	5.6	5.1	10.7	23.7	19.9	12.9	255.7
9. Diagnostic - Radiological Technician, Female	4.5	14.2	12.7	13.7	9.0	10.6	5.7	5.9	22.0	26.5	13.2	263.5
10. Medical - Laboratory Technician, Male	—	—	—	—	—	—	—	—	—	4.3	12.9	—
11. Medical - Laboratory Technician, Female	—	—	—	—	—	—	—	—	—	16.1	2.5	14.6
12. Medical - Laboratory Technologist, Male	—	13.5	11.3	10.5	15.9	6.3	8.7	8.0	53.0	24.3	14.6	241.0
13. Medical - Laboratory Technologist, Female	—	16.3	9.6	10.5	11.9	8.2	11.9	6.8	23.9	13.1	13.1	203.1
14. Morgue Man	—	14.8	12.2	7.2	16.1	9.2	9.8	7.7	24.7	9.8	13.1	177.7
15. Physiotherapist	—	—	—	—	—	—	—	—	21.0	26.0	12.1	179.6
Dietary and Housekeeping Services												
16. Chambermaid	3.7	11.9	8.4	12.3	17.2	10.1	8.0	9.2	35.1	19.1	14.3	286.2
17. Cook, Institution, Male	6.0	15.9	1.1	12.4	11.3	5.6	7.9	6.5	26.1	15.5	11.2	233.6
18. Cook, Institution, Female	6.4	14.3	13.7	10.0	10.0	13.5	4.3	6.8	23.6	20.3	12.8	159.2
19. Cook, Helper, Male	—	—	7.8	12.4	8.8	10.2	—	11.3	14.7	17.1	10.7	278.3
20. Cook, Helper, Female	—	—	13.5	10.8	10.7	16.6	10.7	7.5	2.2	29.0	21.9	195.3
21. Laundryman, Heavy Duties	5.1	13.6	10.8	8.4	4.6	14.3	8.0	9.6	17.5	13.9	11.1	150.6
22. Laundrywoman, Light Duties	4.3	13.8	10.0	9.7	9.7	16.7	5.3	11.6	33.1	16.3	13.8	214.6
23. Seamstress, Linen Room	—	9.8	9.9	11.8	7.8	15.5	2.7	2.7	25.6	19.6	13.3	219.8
Maintenance and Service												
24. Boiler Operator	—	19.2	2.1	13.7	7.6	19.0	2.6	11.6	—	—	—	—
25. Carpenter, Maintenance	—	10.3	9.7	13.2	7.4	10.4	9.2	2.7	19.2	21.6	11.4	163.9
26. Electrical Repairman	—	13.7	9.7	16.1	3.1	12.6	4.1	5.3	24.8	17.3	11.7	169.8
27. Labourer, Non-Production	—	19.1	10.6	5.8	9.3	6.6	8.8	8.7	21.2	16.2	11.2	170.5
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	12.3	1.1	6.5	15.4	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	11.0	6.6	9.0	5.4	—	—	—	—	—	—	—
31. Stationary Engineer, 4th class	—	10.1	8.4	8.1	6.2	13.2	4.4	13.1	16.2	16.3	10.7	166.0
32. Truck Driver, Light and Heavy	—	16.4	1.8	11.9	6.0	4.0	11.6	14.3	—	17.3	11.0	—
										—	10.6	—
										—	147.6	147.6
										—	577	577

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

FOOTNOTES TO TABLES 1(a) TO 11(b)

- (1) Rates are those paid on October 1 of year stated or in the nearest preceding pay period, and are applicable to qualified full-time personnel only. Overtime, shift premiums and the monetary value of fringe benefits and board and lodging are excluded.
- (2) Personnel in supervisory positions are excluded.
- (3) Hospitals are defined as establishments (both public and private) operated for the regular accommodation of in-patients to provide medical, surgical or obstetrical care and recognized as a hospital or nursing home by an agency of the Federal Government or the government of a province. Mental hospitals and tuberculosis sanatoria are therefore included. The tables include hospitals with 20 or more employees. The surveys sought universal coverage of hospitals which fulfilled the criteria, but in each year some hospitals failed to report.
- (4) Statistics are not available for 1963, 1964 and 1965.
- (5) Average salary is the weighted average of salary rates actually paid i.e., the salary rates in an occupation are multiplied by the number of employees receiving each rate and the total product is divided by the total number of employees in the occupation.

TABLE 12 RANKING OF PROVINCES ACCORDING TO AVERAGE MONTHLY SALARY RATES OF
SELECTED PERSONNEL IN REPORTING HOSPITALS, AS AT OCTOBER 1, 1966

Occupation	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services	\$ (Rank)									
1. Nurse Aide	130 (10)	180 (7)	180 (9)	176 (7)	258 (9)	231 (2)	197 (3)	224 (6)	222 (5)	274 (1)
2. Nurse, General Duty	304 (10)	330 (9)	339 (8)	348 (8)	395 (7)	397 (3)	378 (2)	385 (6)	387 (5)	406 (1)
3. Nursing Assistant	200 (10)	218 (9)	231 (8)	236 (7)	316 (1)	275 (2)	270 (2)	258 (5)	387 (4)	262 (6)
4. Orderly, Certified	248 (9)	222 (10)	289 (7)	261 (8)	350 (2)	306 (5)	303 (5)	316 (4)	258 (4.5)	361 (3)
5. Orderly, Uncertified	209 (—)	—	206 (7)	212 (7)	—	274 (2)	284 (5)	285 (6)	298 (3)	291 (1)
6. Psychiatric Attendant, Male	—	—	—	—	—	342 (2)	358 (3)	—	448 (4)	387 (1)
7. Psychiatric Attendant, Female	—	—	—	—	258 (7)	319 (1)	—	—	—	359 (1)
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	332 (8)	320 (9)	332 (7)	344 (7)	409 (10)	401 (1)	358 (3)	353 (4)	375 (4)	407 (2)
9. Diagnostic - Radiological Technician, Female	328 (—)	—	211 (—)	—	400 (335)	—	—	288 (6)	344 (6)	379 (5)
10. Medical - Laboratory Technician, Male	—	—	183 (—)	189 (—)	277 (277)	257 (257)	220 (220)	243 (243)	260 (260)	318 (318)
11. Medical - Laboratory Technician, Female	203 (—)	—	338 (—)	338 (—)	423 (423)	401 (401)	351 (351)	373 (373)	234 (234)	256 (256)
12. Medical - Laboratory Technologist, Male	319 (—)	—	325 (9)	333 (8)	397 (77)	361 (377)	340 (310)	355 (330)	389 (355)	422 (422)
13. Medical - Laboratory Technologist, Female	280 (10)	308 (9)	—	—	—	—	—	330 (330)	363 (351)	387 (378)
14. Morgue Man	—	—	—	—	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services										
16. Chambermaid	116 (10)	152 (9)	154 (8)	159 (7)	251 (7)	226 (1)	194 (3)	219 (6)	219 (4)	211 (5)
17. Cook, Institution, Male	289 (10)	—	291 (7)	313 (9)	381 (8)	352 (1)	330 (3)	340 (6)	375 (5)	235 (2)
18. Cook, Institution, Female	186 (10)	251 (7)	201 (9)	220 (9)	307 (8)	281 (1)	255 (3)	262 (6)	270 (5)	377 (2)
19. Cook, Helper, Male	219 (—)	—	205 (—)	206 (—)	266 (266)	281 (281)	251 (251)	262 (259)	265 (259)	301 (301)
20. Cook, Helper, Female	—	—	175 (—)	175 (—)	206 (206)	234 (234)	198 (198)	225 (225)	211 (211)	358 (358)
21. Laundryman, Heavy Duties	256 (7)	223 (9)	219 (10)	231 (8)	324 (8)	289 (2)	301 (6)	295 (4)	295 (5)	260 (260)
22. Laundrywoman, Light Duties	131 (10)	160 (8)	149 (9)	170 (8)	259 (77)	227 (1)	197 (4)	231 (6)	231 (6)	368 (368)
23. Seamstress, Linen Room	159 (10)	170 (9)	176 (8)	186 (8)	271 (77)	236 (1)	211 (4)	246 (6)	246 (6)	247 (247)
Maintenance and Service										
24. Boiler Operator	266 (10)	270 (9)	289 (7)	279 (8)	373 (8)	343 (2)	354 (3)	314 (6)	337 (6)	406 (406)
25. Carpenter, Maintenance	328 (—)	—	337 (—)	355 (—)	425 (425)	412 (412)	410 (410)	381 (381)	420 (420)	477 (477)
26. Electrical Repairman	342 (—)	—	401 (—)	366 (7)	430 (9)	460 (2)	441 (441)	463 (463)	474 (474)	517 (517)
27. Labourer, Non-Production	229 (8)	213 (10)	235 (7)	218 (9)	319 (9)	278 (5)	247 (247)	284 (284)	287 (287)	356 (356)
28. Stationary Engineer, 1st class	—	—	—	517 (—)	522 (522)	602 (602)	614 (614)	473 (473)	—	—
29. Stationary Engineer, 2nd class	—	—	443 (—)	390 (443)	469 (469)	542 (542)	493 (493)	470 (470)	567 (567)	553 (553)
30. Stationary Engineer, 3rd class	372 (—)	—	420 (—)	348 (420)	424 (424)	448 (448)	405 (405)	392 (392)	436 (436)	517 (517)
31. Stationary Engineer, 4th class	304 (—)	—	290 (—)	329 (290)	390 (390)	379 (379)	367 (367)	348 (348)	380 (380)	465 (465)
32. Truck Driver, Light and Heavy	—	—	299 (—)	302 (299)	332 (332)	354 (354)	—	—	354 (354)	391 (391)
Standard Hours per Week										
40.1	40.0	39.9	40.0	39.1	39.8	39.1	39.8	40.0	39.9	39.9

* Tied values. Two values are tied for fourth and fifth ranks, each value is given a rank of 4.5.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*.

TABLE 13 RANKING OF PROVINCES ACCORDING TO AVERAGE MONTHLY SALARY RATES OF SELECTED PERSONNEL IN REPORTING HOSPITALS, AS AT OCTOBER 1, 1975

Occupation	Nfld.	P.E.I.	N.S.	N.B.	Qué.*	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services	\$ (Rank)									
1. Nurse Aide	544 (8)	573 (6)	476 (10)	534 (9)	628 (4)	705 (3)	592 (5)	571 (7)	727 (2)	817 (1)
2. Nurse, General Duty	751 (10)	804 (8)	893 (6)	770 (9)	1,054 (3)	1,106 (2)	995 (4)	870 (6)	989 (5)	1,146 (1)
3. Nursing Assistant	627 (8)	613 (9)	594 (7)	664 (7)	804 (2)	796 (3)	755 (5)	690 (6)	777 (4)	937 (1)
4. Orderly, Certified	631 (9)	592 (9)	573 (10)	669 (5)	807 (3)	781 (5)	714 (6)	785 (4)	833 (2)	951 (1)
5. Orderly, Uncertified	570 (9)	584 (8)	513 (10)	627 (7)	681 (6)	788 (2)	711 (5)	718 (4)	770 (3)	957 (1)
6. Psychiatric Attendant, Male	—	—	516	670	727	846	662	932 (4)	—	1,071 (1)
7. Psychiatric Attendant, Female	—	—	517	656	701	852	—	676	—	1,014 (1)
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	904	854	1,018	903	942	903	977	1,213		
9. Diagnostic - Radiological Technician, Female	—	824	806	962	844	844	958	1,156		
10. Medical - Laboratory Technician, Male	703	—	—	850	924	—	773	947		
11. Medical - Laboratory Technician, Female	644	—	615	865	804	800	855	792	873	
12. Medical - Laboratory Technologist, Male	632	—	632	917	1,010	1,066	983	965	988	1,279
13. Medical - Laboratory Technologist, Female	967	—	967	769	960	1,030	960	960	959	1,175
14. Morgue Man	846	—	857	769	807	853	—	758	882	1,057
15. Physiotherapist	745	—	—	996	797	1,140	852	852	939	1,213
Dietary and Housekeeping Services										
16. Chambermaid	509 (9)	510 (8)	450 (10)	515 (7)	652 (4)	673 (2)	555 (5)	550 (6)	671 (3)	784 (1)
17. Cook, Institution, Male	691 (9)	705 (7)	596 (10)	694 (8)	861 (3)	847 (4)	743 (6)	771 (5)	969 (2)	977 (1)
18. Cook, Institution, Female	615 (8)	641 (7)	524 (10)	611 (9)	864 (2)	759 (4)	672 (5)	653 (6)	832 (3)	889 (1)
19. Cook, Helper, Male	—	—	520	607	750	783	640	648	672	897
20. Cook, Helper, Female	517	—	453	551	708	695	572	571	680	807
21. Laundrywoman, Heavy Duties	572	—	554	600	703	768	690	—	763	950
22. Laundrywoman, Light Duties	523	—	467	531	670	668	576	—	685	790
23. Seamstress, Linen Room	535 (7)	533 (9)	491 (10)	534 (8)	662 (4)	690 (3)	603 (5)	581 (6)	729 (2)	817 (1)
Maintenance and Service										
24. Boiler Operator	641	—	—	758	—	—	960	—	759	909
25. Carpenter, Maintenance	760	—	771	727	887	978	921	914	1,130	1,259
26. Electrical Repairman	841	—	793	792	1,017	1,036	1,072	1,107	1,425	1,395
27. Labourer, Non-Production	621	—	530	640	707	785	—	773	—	963
28. Stationary Engineer, 1st class	—	—	—	—	1,089	1,423	1,290	1,085	1,347	—
29. Stationary Engineer, 2nd class	—	—	977	855	975	1,150	1,151	1,085	1,243	1,471
30. Stationary Engineer, 3rd class	945	—	810	774	896	1,031	968	895	1,133	1,294
31. Stationary Engineer, 4th class	869	—	719	725	787	924	868	823	1,034	1,193
32. Truck Driver, Light and Heavy	626	—	758	652	711	839	—	766	793	968
Standard Hours per Week**	38.2	40.0	38.6	37.6	37.0	39.2	39.6	39.8	39.2	37.6

* Adjustments have been made for increases in salary scales ranging from 27.65 to 47.29 per cent retroactive to July 1, 1975.

** The standard hours per week were not available in 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Unpublished data provided by Labour Canada, Information on retroactive increases in salary scales for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 14 POINT SYSTEM: RELATIVE POSITIONS OF THE PROVINCES* IN RESPECT TO AVERAGE SALARY RATES FOR 16 HOSPITAL OCCUPATIONS IN 1966 AND 1975

Occupation	1966							1975										
	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services																		
Nurse Aide	0	4	2	14	12	6	10	8	16	4	0	2	10	12	8	6	14	16
Nurse, General Duty	0	2	4	14	12	6	10	8	16	0	2	6	12	14	8	4	8	16
Nursing Assistant	0	2	4	16	14	8	10	9**	6	2	0	0	4	14	12	6	10	16
Orderly, Certified	0	4	2	14	8	6	10	12	16	2	0	4	8	12	6	10	14	16
Orderly, Uncertified	2	0	4	16	6	8	10	14	12	2	0	4	6	14	8	10	12	16
Diagnostic & Treatment Services																		
Diag.-Rad. Technician, Female	2	4	0	16	12	10	6	8	14	0	6	2	12	14	4	4	8	10
Med.-Lab. Technician, Female	4	0	2	16	14	6	10	8	12	0	4	2	14	10	8	12	6	16
Med.-Lab. Technologist, Female	0	2	4	16	10	6	8	12	14	0	4	2	11**	14	11**	6	8	16
Dietary & Housekeeping Services																		
Chambermaid	0	2	4	16	12	6	10	8	14	2	0	4	10	14	8	6	12	16
Cook, Institution, Male	0	2	4	16	10	6	8	12	14	2	0	4	12	10	6	8	14	16
Cook, Institution, Female	0	2	4	16	12	6	8	10	14	4	0	2	14	10	8	6	12	16
Seamstress, Linen Room	0	2	4	16	10	6	12	8	14	4	0	2	10	12	8	6	14	16
Maintenance and Service																		
Carpenter, Maintenance	0	2	4	14	10	8	6	12	16	2	4	0	6	12	10	8	14	16
Electrical Repairman	0	4	2	6	8	10	12	14	16	4	2	0	6	8	10	12	16	14
Stat. Engineer, 3rd class	2	8	0	10	14	6	4	12	16	6	2	0	4	12	10	8	14	16
Stat. Engineer, 4th class	2	0	4	14	10	8	6	10	12	16	10	0	2	4	12	8	6	14
TOTAL POINTS	12	40	48	228	176	116	137	169	226	44	28	36	153	192	131	122	192	254

Positions of the Provinces

* Excludes Prince Edward Island.

** Tied values. Two values tied for fourth and fifth ranks are each given a rank of 4.5 (9 points). Two values tied for third and fourth ranks are given a rank of 3.5 (11 points).

*** Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*; unpublished data provided by Labour Canada for 1975. Information on increase in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

Point System

1966	1975
Québec	British Columbia
British Columbia	Ontario - Alberta
Ontario	Québec ***
Alberta	Manitoba
Saskatchewan	Saskatchewan
Newfoundland	Manitoba
New Brunswick	New Brunswick
Nova Scotia	Nova Scotia
Newfoundland	Newfoundland

Rank 1 = 16 Points
 Rank 2 = 14 Points
 Rank 3 = 12 Points
 Rank 4 = 10 Points
 Rank 5 = 8 Points
 Rank 6 = 6 Points
 Rank 7 = 4 Points
 Rank 8 = 2 Points
 Rank 9 = 0 Points

TABLE 15 RELATIVE POSITIONS OF THE PROVINCES* IN RESPECT TO AVERAGE SALARY RATES FOR 19 HOSPITAL OCCUPATIONS IN 1975 ACCORDING TO A POINT SYSTEM, AND WEIGHTED AVERAGE MONTHLY SALARY IN EACH PROVINCE

Occupation	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	No. of Employees in All Reporting Hosps. in Canada
Nursing Services										
1. Nurse Aide	4	0	2	10	12	8	6	14	16	13,191
2. Nurse, General Duty	0	6	2	12	14	10	4	8	16	50,065
3. Nursing Assistant	2	0	4	14	12	8	6	10	16	23,795
4. Orderly, Certified	2	0	4	8	12	6	10	14	16	4,679
5. Orderly, Uncertified	2	0	4	6	14	8	10	12	16	3,668
Diagnostic & Treatment Services										
6. Diagnostic - Radiological Technician, Male	0	6	2	12	14	4	8	10	16	713
7. Diagnostic - Radiological Technician, Female	0	6	2	12	14	4	8	10	16	2,441
8. Medical - Laboratory Technician, Female	0	4	2	14	10	8	12	6	16	1,612
9. Medical - Laboratory Technologist, Male	0	6	2	12	14	8	4	10	16	1,382
10. Medical - Laboratory Technologist, Female	0	4	2	11	14	11	6	8	16	4,756
Dietary & Housekeeping Services										
11. Chambermaid	2	0	4	10	14	8	6	12	16	9,391
12. Cook, Institution, Male	2	0	4	12	10	6	8	14	16	1,341
13. Cook, Institution, Female	4	0	2	14	10	8	6	12	16	1,336
14. Cook, Helper, Female	2	0	4	14	12	8	6	10	16	2,483
15. Seamstress, Linen Room	4	0	2	10	12	8	6	14	16	956
Maintenance & Service										
16. Carpenter, Maintenance	2	4	0	6	12	10	8	14	16	806
17. Electrical Repairman	4	2	0	6	8	10	12	16	14	554
18. Stationary Engineer, 3rd Class	6	2	0	4	12	10	8	14	16	949
19. Stationary Engineer, 4th Class	10	0	2	4	12	8	6	14	16	811
TOTAL	46	40	44	189	232	151	140	222	302	124,929
Weighted Average Monthly Salary **	\$670	\$708	\$689	\$883	\$922	\$829	\$764	\$875	\$1,020	
Positions of the Provinces According to:										
Point System	Weighted Average Monthly Salary									
Rank 1 = 16 Points	British Columbia									
Rank 2 = 14 Points	Ontario									
Rank 3 = 12 Points	Alberta									
Rank 4 = 10 Points	Québec***									
Rank 5 = 8 Points	Manitoba									
Rank 6 = 6 Points	Saskatchewan									
Rank 7 = 4 Points	Nova Scotia									
Rank 8 = 2 Points	New Brunswick									
Rank 9 = 0 Points	Nova Scotia									

* Excluding Prince Edward Island.

** Calculated using the number of employees in all reporting hospitals in Canada as weights.

*** Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Quebec.

SOURCE: Derived from unpublished data provided by Labour Canada. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 16 RANKING OF PROVINCES ACCORDING TO TOTAL PERCENTAGE INCREASES IN AVERAGE MONTHLY SALARY RATES OF SELECTED PERSONNEL IN REPORTING HOSPITALS FROM 1966 TO 1975

Occupation	Nfld.	P.E.I.	N.S.	N.B.	Qué.*	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services	% Inc. (Rank)									
1. Nurse Aide	318.5 (1)	218.3 (3)	164.4 (8)	203.4 (5)	143.4 (10)	205.2 (4)	200.5 (6)	154.9 (9)	227.5 (9)	198.2 (2)
2. Nurse, General Duty	147.0 (7)	143.6 (8)	163.4 (4)	121.3 (10)	166.8 (3)	178.6 (2)	163.2 (5)	126.0 (9)	155.6 (9)	182.3 (6)
3. Nursing Assistant	213.5 (2)	181.2 (6)	157.1 (9)	181.4 (5)	154.4 (10)	189.5 (4)	179.6 (7)	167.4 (8)	201.2 (8)	257.6 (3)
4. Orderly, Certified	214.4 (5)	166.7 (1)	149.3 (10)	156.3 (4)	123.1 (9)	163.7 (2)	135.6 (8)	148.4 (6)	142.9 (6)	163.4 (7)
5. Orderly, Uncertified	172.7	—	—	195.8	108.3	187.6	150.4	151.9	158.4	228.9
6. Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	108.0	176.7
7. Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	—	182.5
Diagnostic and Treatment Services										
8. Diag. - Radiological Technician, Male	138.9	—	162.8	—	148.9	163.3	121.9	151.2	153.1	198.0
9. Diag. - Radiological Technician, Female	114.3	—	148.2	160.8	140.5	185.2	139.1	152.6	178.5	205.0
10. Medical - Lab Technician, Male	—	—	191.5	—	153.7	217.5	—	—	197.3	197.8
11. Medical - Lab Technician, Female	188.2	—	245.4	228.0	212.3	212.8	263.6	251.9	238.5	241.0
12. Medical - Lab Technologist, Male	165.2	—	186.1	—	138.8	165.8	180.1	158.7	154.0	203.1
13. Medical - Lab. Technologist, Female	166.1	—	163.7	130.9	141.8	185.3	182.4	149.9	164.2	203.6
14. Morgue Man	—	—	—	—	114.1	175.2	—	129.7	151.3	179.6
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services										
16. Chambermaid	338.8 (1)	235.5 (2)	192.2 (7)	223.9 (4)	159.8 (9)	197.8 (6)	186.1 (8)	151.1 (10)	218.0 (5)	233.6 (3)
17. Cook, Institution, Male	139.1	—	104.8	121.7	126.0	140.6	116.8	158.4	116.8	159.2
18. Cook, Institution, Female	230.6 (1)	155.4 (9)	153.6 (8)	177.7 (5)	181.4 (4)	170.1 (6)	163.5 (7)	149.2 (10)	208.1 (2)	195.3 (3)
19. Cook, Helper, Male	—	—	—	128.2	134.4	178.7	155.0	150.2	153.6	150.6
20. Cook, Helper, Female	—	—	—	158.9	167.5	177.6	197.0	188.9	153.8	210.4
21. Laundryman, Heavy Duties	123.4	—	—	159.7	177.6	177.6	165.7	129.9	222.3	158.2
22. Laundrywoman, Light Duties	299.2	—	213.4	212.4	158.7	194.3	192.4	—	143.8	219.8
23. Seamstress, Linen Room	236.5 (1)	213.5 (2)	179.0 (8)	187.1 (6)	144.3 (9)	192.4 (5)	185.8 (7)	136.2 (10)	211.5 (3)	207.1 (4)
Maintenance and Service										
24. Boiler Operator	141.0	—	162.3	—	—	179.9	—	141.7	169.7	—
25. Carpenter, Maintenance	131.7	—	128.8	104.8	108.7	137.4	114.6	139.9	169.0	163.9
26. Electrical Repairman	145.9	—	97.8	116.4	136.5	134.9	133.0	139.1	200.6	169.8
27. Labourer, Non-Production	155.6	—	125.5	193.6	121.6	182.4	—	150.4	169.3	170.5
28. Stationary Engineer, 1st class	—	—	—	—	108.6	136.4	110.1	129.4	—	—
29. Stationary Engineer, 2nd class	—	—	120.5	119.2	107.9	112.2	133.5	130.9	119.2	166.0
30. Stationary Engineer, 3rd class	154.0	—	92.9	122.4	111.3	130.1	139.0	144.1	159.9	150.3
31. Stationary Engineer, 4th class	185.9	—	147.9	120.4	101.8	143.8	136.5	172.1	156.6	147.6
32. Truck Driver, Light and Heavy	—	—	153.5	115.9	114.2	—	—	136.5	124.0	124.0

* Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 17 POINT SYSTEM: RELATIVE POSITIONS OF THE PROVINCES* IN RESPECT TO
PERCENTAGE INCREASES IN SALARIES FROM 1966 TO 1975, FOR 16 HOSPITAL OCCUPATIONS

Occupation	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services									
1. Nurse Aide	16	4	10	0	12	8	2	14	6
2. Nurse, General Duty	4	10	0	12	14	8	2	6	16
3. Nursing Assistant	14	2	8	0	10	6	4	12	16
4. Orderly, Certified	10	0	12	2	16	4	8	6	14
5. Orderly, Uncertified	10	2	14	0	12	4	6	8	16
Diagnostic & Treatment Services									
6. Diagnostic - Radiological Technician, Female	0	6	10	4	14	2	8	12	16
7. Medical - Laboratory Technician, Female	0	12	6	2	4	16	14	8	10
8. Medical - Laboratory Technologist, Female	10	6	0	2	14	12	4	8	16
Dietary & Housekeeping Services									
9. Chambermaid	16	6	12	2	8	4	0	10	14
10. Cook, Institution, Male	10	0	4	8	12	6	2	14	16
11. Cook, Institution, Female	16	2	8	10	6	4	0	14	12
12. Seamstress, Linen Room	16	4	8	2	10	6	0	14	12
Maintenance & Service									
13. Carpenter, Maintenance	8	6	0	2	10	4	12	16	14
14. Electrical Repairman	12	0	2	8	6	4	10	16	14
15. Stationary Engineer, 3rd class	14	0	4	2	0	6	8	10	12
16. Stationary Engineer, 4th class	16	10	2	0	8	5**	5**	14	12
TOTAL POINTS									
	172	70	100	56	162	101	87	188	216

* Excluding Prince Edward Island

** Tied values. Two values are tied for sixth and seventh ranks, each value is given a rank of 6.5 (5 points).

Point System

- Rank 1 = 16 Points
- Rank 2 = 14 Points
- Rank 3 = 12 Points
- Rank 4 = 10 Points
- Rank 5 = 8 Points
- Rank 6 = 6 Points
- Rank 7 = 4 Points
- Rank 8 = 2 Points
- Rank 9 = 0 Points

Positions of the Provinces

- British Columbia
- Alberta
- Newfoundland
- Ontario
- Manitoba
- New Brunswick
- Saskatchewan
- Nova Scotia
- Québec***

*** Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 18 FEMALE-MALE SALARY RATIOS FOR SIMILAR OCCUPATIONS IN REPORTING HOSPITALS, CANADA AND PROVINCES, AS AT OCTOBER 1, 1966 AND 1975

Province	Psychiatric Attendant		Diagnostic-Radiological Technician		Medical-Laboratory Technician		Medical-Laboratory Technologist		Cook		Cook Helper		Laundry Operator		Ratio					
	Female	Male	Ratio	Female	Male	Ratio	Female	Male	Ratio	Female	Male	Ratio	Female	Male						
Nfld.	—	—	—	328	332	.99	203	—	—	280	319	.88	186	289	.64	—				
P.E.I.	—	—	—	320	344	.97	183	—	—	308	325	.96	251	291	.69	205				
N.S.	—	—	—	332	344	—	211	.87	.87	333	338	—	—	—	.85	131				
N.B.	—	—	—	309	409	.98	277	335	.83	397	423	.94	307	313	.70	266				
Qué.	258	342	.75	400	409	.89	257	291	.88	361	401	.90	281	352	.81	256				
Ont.	319	358	.89	358	401	.89	307	353	.87	220	—	—	351	373	.77	227				
Man.	—	—	—	353	407	.77	243	243	—	288	.84	355	355	.97	255	198				
Sask.	—	—	—	340	375	.91	234	260	.90	363	389	.93	270	340	.77	225				
Alta.	448	387	.93	379	407	.93	256	256	.93	318	.81	387	422	.92	301	377				
B.C.	359	387	.93	379	407	.93	260	365	.93	306	.85	367	392	.94	272	360				
Canada	321	361	.89	365	394	.93	—	—	—	—	—	—	—	—	—	—				
Nfld.	—	—	—	703	793	.89	585	644	.91	745	846	.88	615	691	.89	517	—			
P.E.I.	—	—	—	824	904	.91	632	615	1.03	857	967	.89	641	705	.91	—	523			
N.S.	517	516	1.00	806	854	.94	620	620	—	769	917	.84	524	596	.88	453	—			
N.B.	656	670	.98	962	1,018	.95	865	850	1.02	960	1,010	.95	864	694	.88	551	520			
Qué.	701	727	.96	844	903	.97	804	924	.87	1,030	1,066	.97	759	847	.90	695	873			
Ont.	852	846	1.01	859	942	.91	800	855	—	960	983	.98	672	743	.90	572	646			
Man.	—	—	—	662	1,02	—	958	792	773	1,02	887	965	.92	653	771	.85	571	648		
Sask.	676	932	—	958	977	.98	873	947	.95	1,156	1,213	.92	959	988	.97	832	680	—	685	
Alta.	1,014	1,071	.95	982	1,009	.97	819	841	.97	1,035	1,002	.97	1,279	1,175	.92	889	977	.91	790	
B.C.	775	785	.99	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Canada	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Employment by Sex (Canada 1975)	3,084	2,120	2,441	713	1,612	553	4,756	1,382	—	—	—	—	—	—	—	—	1,341	1,336	2,483	1,031
																			1,208	860

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec, provided by the Québec Department of Social Affairs.

TABLE 19
SIX SALARY SURVEYS OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL IN ACTIVE TREATMENT
HOSPITALS - NUMBER OF QUESTIONNAIRES TABULATED

Region	1966	1968	1970	1972	1974	1976
British Columbia	70	75	64	63	46	53
Prairies & N.W.T.	213*	195*	231	226	181	113
Ontario	164	174	191	160	124	112
Quebec	67	70	89	71	23	45
Maritimes	65	68	66	76	53	59
ALL CANADA	579	582	641	596	427	382

Note: Only the questionnaires returned by hospitals with sufficient information were tabulated.

* N.W.T. not included.

SOURCE: Hospital Administration in Canada; July 1966, 1968, 1970, June 1972; August 1974; July 1976.

TABLE 20 AVERAGE ANNUAL SALARY RATES OF SELECTED ADMINISTRATIVE AND SUPERVISORY PERSONNEL IN ACTIVE TREATMENT HOSPITALS, AND PERCENTAGE INCREASES, CANADA, 1966, 1968, 1970, 1972, 1974, 1976

Position	Bed Size	1966	1968	1970	1972	1974	1976	% Incr. 66-68	% Incr. 68-70	% Incr. 70-72	% Incr. 72-74	% Incr. 74-76	Total % Incr. 66-76
Chief Executive Officer	500 — plus	18,200	23,250	27,500	30,000	36,500	42,950	28	18	09	22	18	136
	300 — 499	14,800	17,800	20,700	25,350	29,750	36,350	20	16	22	17	22	146
	200 — 299	11,500	15,250	17,300	21,250	24,100	29,950	33	13	23	13	24	160
	100 — 199	9,400	11,750	14,300	16,200	20,050	26,000	25	20	13	24	30	177
	50 — 99	7,650	9,400	11,200	13,350	16,650	22,850	23	19	19	25	37	199
	under 50	6,550	7,250	8,550	9,800	11,750	18,550	11	17	15	20	58	183
Assistant Administrator	500 — plus	12,850	16,000	16,400	18,150	25,400	28,500	25	03	11	04	12	122
	300 — 499	10,100	12,600	13,600	15,550	18,200	25,650	20	07	14	17	41	154
	200 — 299	8,600	10,350	12,450	13,550	16,500	22,850	22	09	22	22	38	166
	100 — 199	7,550	9,200	10,750	12,550	15,400	21,000	22	17	17	23	36	178
	50 — 99	6,200	8,000	8,650	9,750	14,650	18,050	29	08	13	13	23	191
	under 50	5,800	6,300	7,000	7,700	10,000	16,100	09	11	10	03	61	178
Chief Financial Officer	500 — plus	12,550	13,200	14,550	18,150	19,300	24,650	05	10	25	06	28	96
	300 — 499	8,300	9,950	12,050	14,700	17,650	22,150	20	21	22	20	25	167
	200 — 299	7,700	9,000	10,800	13,600	14,850	19,850	17	20	26	09	34	158
	100 — 199	7,050	7,600	8,850	10,500	14,150	17,250	08	16	19	35	22	145
	50 — 99	5,550	6,300	7,450	8,600	12,000	14,750	14	18	15	40	23	166
	under 50	4,700	5,500	7,000	7,250	9,300	13,050	17	27	04	28	40	120
Personnel Director	500 — plus	9,000	10,300	12,120	13,900	17,550	23,250	14	18	15	26	32	158
	300 — 499	7,050	8,250	10,100	12,700	14,700	20,650	17	22	22	16	40	193
	200 — 299	6,150	7,500	9,200	10,500	12,200	16,950	22	22	14	16	39	176
Chief Nursing Officer	500 — plus	10,850	11,200	13,650	15,800	18,850	25,250	03	22	16	19	34	133
	300 — 499	7,950	10,200	11,600	14,300	16,800	23,350	28	14	23	18	39	194
	200 — 299	7,450	9,250	10,850	13,600	15,250	20,850	24	17	26	12	37	180
	100 — 199	6,950	8,400	10,050	11,900	13,600	19,150	21	20	18	14	41	176
	50 — 99	6,050	7,700	8,900	10,450	12,950	18,150	27	16	17	24	40	200
	under 50	5,650	6,750	7,700	9,150	10,900	16,350	19	14	19	19	50	189
Purchasing Agent	500 — plus	8,200	9,250	10,100	11,800	13,350	17,850	13	09	17	13	34	118
	300 — 499	6,500	7,450	8,450	10,200	12,250	17,050	15	15	21	20	39	162
	200 — 299	5,800	6,850	8,100	9,200	11,100	15,050	18	18	14	21	35	159
	100 — 199	5,350	6,250	7,200	8,300	9,800	13,350	17	15	15	18	36	150
	50 — 99	4,450	5,450	6,400	7,250	9,100	13,250	22	17	13	26	46	198
	under 50	4,450	4,950	6,000	6,400	7,300	10,850	11	21	07	14	49	144
Director of Plant	500 — plus	8,850	11,100	12,600	14,600	17,100	22,350	25	13	16	17	31	153
	300 — 499	6,950	8,800	10,600	12,050	14,350	20,500	27	20	14	19	43	195
	200 — 299	6,250	7,950	9,350	10,650	12,950	17,150	27	17	14	22	32	174
	100 — 199	5,700	7,100	7,900	9,200	11,700	15,350	25	11	16	27	31	169
	50 — 99	4,900	7,500	7,100	8,400	10,100	13,950	53	05	18	20	38	185
	under 50	4,100	5,700	5,950	6,900	7,800	12,150	39	05	16	13	56	196
Laundry Manager	500 — plus	6,600	7,450	9,100	9,950	12,300	17,350	13	22	09	24	41	163
	300 — 499	5,900	6,600	7,750	8,650	10,550	14,950	12	17	12	22	42	153
	200 — 299	5,050	5,800	6,750	8,100	9,700	12,350	15	16	20	20	27	145
	100 — 199	4,250	5,100	6,150	7,150	8,450	11,750	20	20	16	18	39	176
	50 — 99	3,850	5,400	5,650	5,950	7,350	10,550	40	05	05	24	43	174
	under 50	3,600	4,700	5,550	5,700	5,900	9,650	31	18	03	04	63	168
Chief Pharmacist	500 — plus	9,100	10,750	11,850	14,250	17,350	22,750	18	10	20	22	31	150
	300 — 499	7,400	10,200	11,750	13,500	15,750	21,250	38	15	15	17	35	187
	200 — 299	7,400	9,000	10,950	12,850	14,950	20,150	22	21	17	16	35	172
	100 — 199	6,650	8,150	9,250	10,950	12,950	17,500	23	14	18	21	35	163
	50 — 99	5,100	8,200	8,300	10,350	12,550	16,350	61	01	01	25	30	221
	under 50	4,050	7,500	7,000	7,300	7,500	10,000	15,050	85	06	04	37	272

TABLE 21 AVERAGE ANNUAL SALARY RATES OF SELECTED ADMINISTRATIVE AND SUPERVISORY PERSONNEL IN ACTIVE TREATMENT HOSPITALS, BY REGION, 1966, 1968, 1970, 1972, 1974, 1976

POSITION	BED SIZE	ONTARIO										QUEBEC										MARITIMES									
		BRITISH COLUMBIA					PRAIRIES					ONTARIO					QUEBEC					MARITIMES									
CHEIF EXECUTIVE OFFICER	500 - plus	18,650	27,000	26,500	27,500	49,000	45,850	19,400	25,650	28,700	28,900	36,250	45,450	18,800	22,350	28,200	32,200	37,750	43,950	16,000	23,450	26,200	27,450	29,150	35,650	19,750	32,500	37,500	37,500		
	300 - 499	16,800	27,000	21,700	26,500	29,150	50,000	15,000	17,300	20,550	23,350	28,950	34,150	14,500	18,800	21,630	25,600	31,800	39,250	16,050	18,600	27,700	30,850	34,150	15,500	20,350	22,450	21,500	30,000		
	200 - 299	12,600	15,750	17,900	20,550	31,250	11,500	14,600	16,200	17,100	23,500	26,500	12,250	15,600	18,400	23,200	25,00	33,350	11,600	16,700	17,300	20,700	25,00	36,000	19,650	20,800	19,500	27,500			
	100 - 199	11,300	12,200	15,100	16,950	21,250	28,100	9,000	12,100	13,400	14,850	16,450	24,260	10,700	12,300	15,600	17,650	22,750	27,550	8,650	12,000	14,500	17,450	20,850	14,500	17,450	18,750	18,100	24,350		
	50 - 99	8,600	11,100	13,000	15,450	19,500	25,650	7,400	8,400	10,800	11,850	10,000	20,350	8,200	10,000	12,250	18,250	25,650	27,550	7,550	10,150	13,300	18,650	23,500	6,650	9,300	12,050	15,100	20,350		
	under 50	7,050	8,600	10,200	11,550	15,600	22,050	5,750	7,850	8,900	10,900	17,250	7,050	8,850	10,550	12,100	14,450	21,750	7,600	9,250	9,250	11,050	17,500	5,300	9,850	7,500	11,900	16,050			
ASSISTANT ADMINISTRATOR	500 - plus	13,600	16,500	19,500	13,500	22,500	24,850	12,750	17,800	19,300	21,350	35,000	32,500	12,600	15,700	14,050	17,450	21,250	29,350	12,400	15,150	16,200	23,350	20,000	20,000	15,000	11,150	23,500			
	300 - 499	10,000	16,500	14,800	14,500	19,150	25,900	12,300	13,800	14,200	16,000	17,750	23,500	9,400	12,150	12,850	15,150	19,000	22,750	9,850	12,750	16,500	20,000	27,000	11,000	11,500	15,400	15,400	23,500		
	200 - 299	9,000	11,100	12,500	14,800	17,500	24,150	8,250	10,400	11,100	14,400	16,500	19,750	8,200	10,400	12,450	15,100	17,000	26,250	10,700	12,650	14,500	19,000	20,000	11,000	11,500	14,500	14,500	19,000		
	100 - 199	7,600	8,199	7,600	9,100	13,900	13,500	7,050	8,700	10,900	12,050	12,350	17,000	8,450	9,300	9,200	10,800	14,000	18,550	7,600	8,750	10,450	15,500	18,750	11,150	13,150	16,850	16,850	18,750		
	50 - 99	5,550	8,800	9,500	13,150	17,500	21,500	5,250	6,200	6,650	10,000	12,850	14,850	6,000	9,150	9,500	11,850	14,850	19,900	7,650	9,000	17,500	13,500	19,900	12,500	14,950	17,000	10,000	13,500		
	under 50	5,500	7,500	7,500	10,500	11,500	15,600	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	
CHEIF FINANCIAL OFFICER	500 - plus	12,150	16,500	19,500	13,500	22,500	24,850	12,750	17,800	19,300	21,350	35,000	32,500	12,600	15,700	14,050	17,450	21,250	29,350	12,400	15,150	16,200	23,350	20,000	20,000	15,000	11,150	23,500			
	300 - 499	9,000	11,250	12,800	14,650	16,500	22,850	8,250	7,850	10,800	13,000	15,150	19,100	7,650	10,250	12,450	15,150	19,000	22,750	10,800	11,750	14,850	20,000	27,000	11,000	11,500	15,400	15,400	23,500		
	200 - 299	6,250	9,000	11,000	13,750	19,550	24,150	6,300	6,300	7,350	9,100	8,650	13,000	14,850	7,300	8,150	9,200	10,800	14,000	18,550	7,600	8,750	10,450	15,500	18,750	11,150	13,150	16,850	16,850	18,750	
	100 - 199	6,900	7,650	10,200	11,500	13,500	16,500	7,100	7,100	7,100	7,100	7,100	7,100	6,500	6,500	6,500	6,500	6,500	6,500	5,750	5,750	5,750	5,750	5,750	5,750	5,750	5,750	5,750	5,750		
	50 - 99	4,500	5,150	5,950	8,250	10,200	12,250	5,150	5,150	5,150	5,150	5,150	5,150	4,900	4,900	4,900	4,900	4,900	4,900	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250	5,250		
PERSONNEL DIRECTOR	500 - plus	10,800	12,750	11,250	11,000	15,400	16,500	11,500	12,850	14,500	16,000	20,500	21,250	7,850	10,300	11,750	13,250	16,350	21,850	8,000	9,600	12,450	15,200	17,650	22,500	7,150	7,250	11,000	11,000	16,500	
	300 - 499	7,000	7,000	9,000	8,250	10,200	12,250	6,300	6,300	6,300	6,300	6,300	6,300	9,000	9,000	9,000	9,000	9,000	9,000	10,550	10,550	10,550	10,550	10,550	10,550	10,550	10,550	10,550	10,550		
	200 - 299	6,400	7,200	7,200	9,000	11,000	13,500	7,200	7,200	7,200	7,200	7,200	7,200	9,000	9,000	9,000	9,000	9,000	9,000	10,550	10,550	10,550	10,550	10,550	10,550	10,550	10,550	10,550	10,550		
CHEIF NURSING OFFICER	500 - plus	12,200	11,000	15,400	16,500	23,000	23,500	10,550	12,750	13,600	15,200	20,300	26,500	9,600	11,500	13,800	14,000	12,650	20,500	11,000	12,750	16,350	21,850	23,500	11,000	11,000	12,450	14,700	20,500		
	300 - 499	9,000	10,250	10,400	10,500	12,300	23,300	8,450	8,450	10,400	10,500	12,900	14,800	8,900	10,950	13,000	14,900	17,950	20,500	7,000	8,500	10,500	12,250	16,350	21,850	6,300	9,000	11,000	11,000	16,500	
	200 - 299	7,600	9,000	11,150	14,500	18,400	21,300	7,600	9,000	10,300	13,850	15,300	19,750	8,150	9,900	10,400	13,500	17,950	20,500	7,300	8,800	10,000	12,250	16,350	21,850	6,000	9,000	11,000	11,000	16,500	
	100 - 199	7,250	8,750	8,750	12,000	13,350	19,950	7,550	7,550	12,700	17,750	20,500	22,750	9,300	11,050	12,900	17,550	20,750	23,500	7,050	8,250	9,250	12,250	16,350	21,850	6,000	9,000	11,000	11,000	16,500	
	50 - 99	5,700	7,000	8,250	10,400	12,250	15,850	5,700	5,700	12,250	15,100	16,250	17,500	5,050	5,400	7,500	9,100	12,650	15,050	6,500	7,500	8,750	10,250	15,850	7,050	8,750	10,250	11,750	16,500		
PURCHASING AGENT	500 - plus	9,000	10,000	11,000	11,000	15,000	20,860	8,000	9,650	11,300	12,600	14,750	19,150	7,850	8,700	10,000	12,050	12,950	19,150	8,150	9,850	10,400	12,250	16,350	21,850	7,300	9,000	11,000	11,000	16,500	
	300 - 499	7,000	8,250	10,000	10,600	11,850	20,860	6,000	8,850	11,400	12,650	14,750	19,150	6,150	7,600	8,100	10,850	12,800	16,500	6,200	8,750	9,400	10,000	12,250	16,350	6,000	8,750	10,000	10,000	16,500	
	200 - 299	6,750	8,200	11,200	12,900	16,150	20,250	7,000	8,050	10,800	12,650	14,750	19,150	6,500	8,000	9,000	13,500	17,950	20,500	6,050	8,750	9,400	10,000	12,250	16,350	6,000	8,750	10,000	10,000	16,500	
	100 - 199	6,500	7,800	9,800	9,800	11,000	14,550	6,500	6,500	8,600	10,500	13,200	4,150	4,450	5,300	6,150	6,650	8,450	7,150	8,450	4,700	4,700	4,700	4,700	4,700	4,700	4,700	4,700	4,700	4,700	
	50 - 99	5,750	6,000	6,650	7,300	8,250	12,250	5,750	5,750	12,250	15,100	16,250	17,500	5,050	5,600	6,350	7,100	8,650	11,150	4,500	5,200	6,050	7,500	10,250	5,750	6,000	7,500	8,250	10,250		
DIRECTOR OF PLANT	500 - plus	11,000	15,000	13,750	13,500	23,000	22,500	9,150	11,600	12,300	13,500	15,650	16,500	18,800	12,150	16,750	20,860	22,350	23,500	15,900	24,250	20,850	10,000	11,550	12,250	16,350	21,850	13,500	16,500	20,000	20,000
	300 - 499	200 - 299	11,250	12,000	9,200	10,000	11,600	12,650	16,000	12,500	15,900	17,250	19,750	16,500	18,800	12,300	14,750	19,150	20,850	22,350	15,900	24,250	20,850	11,000	11,500	12,250	16,350	21,850	13,500	16,500	20,000
	100 - 199	6,500	7,800	9,800	9,800	11,000	14,550	7,300	8,650	10,500	12,650	14,750	19,750	7,000	8,450	9,000	13,500	17,950	20,500	6,500	8,750	9,400	10,000	12,250	16,350	6,000	8,750	10,000	10,000	16,500	
	50 - 99	4,400	5,000	6,50																											

TABLE 22 MALE AND FEMALE ANNUAL SALARY AVERAGES FOR ADMINISTRATIVE AND SUPERVISORY POSITIONS IN ACTIVE TREATMENT, PSYCHIATRIC AND EXTENDED CARE HOSPITALS, 1976

POSITION AND BEDSIZE	CANADA TOTAL		CANADA TOTAL		POSITION AND BEDSIZE	CANADA TOTAL		
	No.	MALE	FEMALE	No.	MALE	FEMALE		
		Average Salary	No.		Average Salary	No.	Average Salary	
Chief Executive Officer								
800 — plus	9	46350	5	19900	1	16500		
500 — 799	23	37250	2	38750	5	15300		
300 — 499	45	34650	9	35550	4	18250		
200 — 299	46	29650	9	28750	5	15600		
100 — 199	88	26050	25	25900	10	17000		
50 — 99	71	22750	13	20650	50	15400		
under 50	84	18950	26	17450	50	14250		
Medical Director								
800 — plus	9	41950	4	22500	1	19500		
500 — 799	17	38000	13	20250	1	13500		
300 — 499	24	38050	11	20500	1	19500		
200 — 299	18	34050	1	45000	9	16650		
100 — 199	19	32150	1	27500	100 — 199	29	22450	
50 — 99	7	13650	2	30350	50 — 99	1	13500	
under 50	8	30350	2	TOTAL	40	3	TOTAL	
Administrative Assistant								
800 — plus	5	19900	5	19900	800 — plus	9	25350	
500 — 799	5	19900	5	19900	500 — 799	22	22350	
300 — 499	13	18050	4	18050	300 — 499	41	18250	
200 — 299	8	16750	5	16750	200 — 299	33	17500	
100 — 199	10	17000	7	17000	100 — 199	28	16350	
50 — 99	5	15400	2	15400	50 — 99	4	15750	
under 50	2	14250	3	14250	under 50	1	9000	
Associate Director, Nursing Service								
800 — plus	8	27000	3	22150	9	22350		
500 — 799	23	23750	6	16000	500 — 799	21	19650	
300 — 499	5	21300	46	22650	300 — 499	44	19550	
200 — 299	4	19000	50	20350	200 — 299	1	18350	
100 — 199	7	18350	104	18750	100 — 199	2	17150	
50 — 99	3	15650	81	17950	50 — 99	18	15850	
under 50	1	16350	100	16350	under 50	5	14200	
Chief Nursing Officer (Director of Nursing)								
800 — plus	2	21500	8	27000	800 — plus	9	18350	
500 — 799	1	19500	23	23750	500 — 799	19	16150	
300 — 499	5	21300	46	22650	300 — 499	32	14500	
200 — 299	4	19000	50	20350	200 — 299	1	18350	
100 — 199	7	18350	104	18750	100 — 199	43	17150	
50 — 99	3	15650	81	17950	50 — 99	18	15850	
under 50	1	16350	100	16350	under 50	5	14200	
Chief Financial Officer								
800 — plus	2	23500	15	30050	800 — plus	2	24850	
500 — 799	23	27850	23	300 — 499	500 — 799	25	22950	
300 — 499	11	15950	11	20500	300 — 499	53	21150	
200 — 299	11	16250	11	17500	200 — 299	11	23750	
100 — 199	3	13150	15	17500	100 — 199	3	22150	
50 — 99	1	14650	7	10650	50 — 99	1	23500	
under 50		TOTAL	55	TOTAL	under 50	55	TOTAL	7
Assistant Administrator								
800 — plus	7	31950	4	27750	800 — plus	8	24850	
500 — 799	25	28150	4	27750	500 — 799	25	22950	
300 — 499	35	25450	9	24500	300 — 499	53	21150	
200 — 299	29	22450	3	23500	200 — 299	40	19950	
100 — 199	73	21350	5	23700	100 — 199	73	17450	
50 — 99	38	19750	3	23700	50 — 99	38	15350	
under 50	17	14500	3	14500	under 50	17	14050	
TOTAL	31	TOTAL	3	TOTAL	under 50	254	TOTAL	65
Laundry Manager								
800 — plus	8	18350	2	16150	800 — plus	8	16500	
500 — 799	19	14500	4	14500	500 — 799	19	18700	
300 — 499	32	200 — 299	5	200 — 299	300 — 499	40	19950	
200 — 299	32	17500	5	17500	200 — 299	40	16750	
100 — 199	40	11450	5	11450	100 — 199	40	14500	
50 — 99	17	10950	4	10950	50 — 99	17	13050	
under 50	4	11000	4	11000	under 50	4	11000	
TOTAL	153	TOTAL	3	TOTAL	under 50	254	TOTAL	88

TABLE 22 (CONTINUED) MALE AND FEMALE ANNUAL SALARY AVERAGES FOR ADMINISTRATIVE AND SUPERVISORY POSITIONS IN ACTIVE TREATMENT, PSYCHIATRIC AND EXTENDED CARE HOSPITALS, 1976

		CANADA TOTAL		CANADA TOTAL		CANADA TOTAL		
POSITION AND BEDSIZE	MALE	FEMALE	POSITION AND BEDSIZE	MALE	FEMALE	POSITION AND BEDSIZE	MALE	FEMALE
	Average Salary No.	Average Salary No.		Average Salary No.	Average Salary No.		Average Salary No.	Average Salary No.
Director of Medical Records								
800 — plus	799	2	19500	9	16850	2	15250	1
500 — 799	52	16500	25	14450	2	13750	5	20500
300 — 499	3	11850	52	15050	5	13200	15	17250
200 — 299	42	13450	200 — 299	37	14950	5	13600	300 — 499
100 — 199	7	14000	84	12650	14	11650	6	19250
50 — 99	3	11150	60	11950	12	11650	28	14550
under 50	1	13500	54	10750	50 — 99	31	16500	100 — 199
TOTAL	18	326			11800	4	9750	50 — 99
					TOTAL	44	192	TOTAL
Purchasing Agent								
800 — plus	799	6	17750	2	15250	9	21850	3
500 — 799	22	17250	500 — 799	42	20950	23	18500	11
300 — 499	39	16550	300 — 499	42	21150	15	18050	6
200 — 299	5	13200	200 — 299	40	17650	33	19250	11
100 — 199	53	13550	100 — 199	41	20150	6	15550	17
50 — 99	19	13850	50 — 99	31	17150	28	15600	45
under 50	5	11800	under 50	6	16500	11	16600	20
TOTAL	181		TOTAL	68	TOTAL	192	14550	50 — 99
							13650	under 50
							TOTAL	TOTAL
Chief Pharmacist								
800 — plus	799	6	plus	799	9	plus	799	3
500 — 799	22	17250	500 — 799	42	20950	23	18500	11
300 — 499	39	16550	300 — 499	42	21150	15	18050	6
200 — 299	5	13200	200 — 299	40	17650	33	19250	11
100 — 199	53	13550	100 — 199	41	20150	6	15550	17
50 — 99	19	13850	50 — 99	31	17150	28	15600	45
under 50	5	11800	under 50	6	16500	11	16600	20
TOTAL	181		TOTAL	68	TOTAL	192	14550	50 — 99
							TOTAL	TOTAL
Chief Laboratory Technician								
800 — plus	799	3	plus	799	9	plus	799	3
500 — 799	52	16500	500 — 799	42	20500	5	18500	11
300 — 499	3	11850	300 — 499	42	21150	15	17250	6
200 — 299	42	13450	200 — 299	40	17650	33	19250	11
100 — 199	84	14000	100 — 199	41	20150	6	15550	17
50 — 99	3	11150	50 — 99	31	17150	28	15600	45
under 50	1	13500	under 50	6	16500	11	16600	20
TOTAL	181		TOTAL	68	TOTAL	192	14550	50 — 99
							TOTAL	TOTAL
Chief Radiology Laboratory								
800 — plus	799	9	plus	799	9	plus	799	9
500 — 799	20	17800	500 — 799	40	19350	20	21250	24
300 — 499	40	18050	300 — 499	40	19350	9	23250	53
200 — 299	39	16150	200 — 299	40	16750	18	20050	50
100 — 199	3	12650	100 — 199	41	17050	36	20500	92
50 — 99	35	13850	50 — 99	31	14350	28	16250	50 — 99
under 50	7	10600	under 50	21	14050	31	19500	62
TOTAL	177		TOTAL	125	TOTAL	177	13550	under 50
							TOTAL	TOTAL
Chief Dietitian								
800 — plus	799	21	plus	799	9	plus	799	9
500 — 799	21	18450	500 — 799	40	19350	20	21250	24
300 — 499	46	18050	300 — 499	40	19350	9	23250	53
200 — 299	39	16150	200 — 299	40	16750	18	20050	50
100 — 199	3	12650	100 — 199	41	17050	36	20500	92
50 — 99	35	13850	50 — 99	31	14350	28	16250	50 — 99
under 50	7	10600	under 50	21	14050	31	19500	62
TOTAL	177		TOTAL	125	TOTAL	177	13550	under 50
							TOTAL	TOTAL
Chief of Respiratory Technology								
800 — plus	799	21	plus	799	9	plus	799	9
500 — 799	21	18450	500 — 799	40	19350	20	21250	24
300 — 499	46	18050	300 — 499	40	19350	9	23250	53
200 — 299	39	16150	200 — 299	40	16750	18	20050	50
100 — 199	8	14950	100 — 199	41	17050	36	20500	92
50 — 99	4	15050	50 — 99	31	14350	28	16250	50 — 99
under 50	1	11350	under 50	21	14050	31	19500	62
TOTAL	2		TOTAL	125	TOTAL	177	13550	under 50
							TOTAL	TOTAL
Food Service Manager								
800 — plus	799	2	16500	2	15250	6	12250	8
500 — 799	11	20050	500 — 799	16	15650	2	18250	2
300 — 499	18	17650	300 — 499	32	14750	7	15950	8
200 — 299	9	16750	200 — 299	24	12950	9	15550	19
100 — 199	8	14150	100 — 199	28	12950	7	15750	24
50 — 99	4	13750	50 — 99	4	12250	1	12250	24
under 50	5	12500	under 50	2	10000	1	12850	47
TOTAL	54		TOTAL	162	TOTAL	110	10150	47
							TOTAL	TOTAL
Executive Housekeeper								
800 — plus	799	2	plus	799	8	plus	799	8
500 — 799	17	18050	500 — 799	30	15750	3	15000	2
300 — 499	30	16150	300 — 499	24	12850	7	14450	8
200 — 299	24	14750	200 — 299	17	11050	9	15250	19
100 — 199	17	13450	100 — 199	28	11050	7	12350	24
50 — 99	4	11950	50 — 99	4	12250	2	12250	47
under 50	5	9500	under 50	2	10000	1	11650	47
TOTAL	88		TOTAL	162	TOTAL	110	10150	47
							TOTAL	TOTAL

SOURCE: *Hospital Administration in Canada*, July 1976.

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